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# **LIFE ROLE SALIENCE AND EXPECTATIONS ABOUT THE WORK-FAMILY INTERFACE**

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*A dissertation submitted in partial fulfilment of the requirement for the award of the  
Degree of Master of Commerce*

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## ABSTRACT

This study investigates the importance that young adults attribute to their future work and family roles and examines whether this helps predict significant variance in expectations about future work-family conflict and work-family enrichment. Usable responses to an online survey were received from 448 university students at the University of Cape Town. Cluster analysis differentiated between four distinct life role salience profiles. To examine differences across the role profiles MANOVA was used. The life role salience profiles differed across expectations about future interaction between work and family roles, dispositional variables and life planning decisions. Interestingly, there was no difference across gender on the attributed importance of work and family roles. Hierarchical regression analysis showed that life role salience did not explain significant variance in the anticipated work-family conflict or work-family enrichment over and above that explained by personal dispositions. Of particular note is that general self-efficacy explained significant variance in both anticipated work-family enrichment and anticipated family-work enrichment. Suggestions for future research and the theoretical and practical contributions of the findings are discussed.

*Key words:* Life role salience, work-family conflict, work-family enrichment, anticipated work-family conflict, anticipated work-family enrichment

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## CHAPTER ONE: INTRODUCTION

The increase in competing pressure to support a family, have a fulfilling career, become an active member of a community and earn an income have become a challenge for most men and women who are currently fulfilling these life roles as well as for young adults who have expectations around these future life roles (Byron, 2005; Westring & Ryan, 2011). The current cohort of students, at South African universities, have been directly influenced and affected by global changes in a) the composition of the workforce (Barnett, Gareis, James & Steele, 2003), b) the decline of traditional gender roles and a movement toward egalitarian family structures (Cinamon, 2006) and c) an increase in dual-earner couples and single working parents (Weer, Greenhaus, Colakoglu & Foley, 2006). These trends are prevalent in research within the United States of America (USA) as well as within countries outside the USA (Byron, 2005). Thus, the goals of this research are a) to investigate the levels of attributed importance to future work-and-family role, and b) to investigate whether the levels of attributed importance influence their expectations around involvement in these future roles.

Within South African, there has been a rapid increase of women entering the workforce since the fall of apartheid in 1994. According to Statistics South Africa in 2011 the South African population consists of 48.5% women (SA Quarterly, 2012). Women's participation in the workforce has risen by 61% between 1995 and 2005 (Bhorat & Oosthuizen, 2005). This increase in women's participation has given rise to their relinquishment of their traditional child-rearing roles to pursue a career or more prominently, a move towards balancing responsibilities (Byron, 2005; Kaufman, 2005). Correspondingly, there is evidence of an increase in family supportive behaviour and men's participation as traditional gender roles have diminished (Barnett & Hyde, 2001). The changes and formulation of the new legislation (Employment Equity Act. No.55 of 1998) that ensures women's participation in the labour force, has had a major impact on

the workforce; the ripple effect is evident, as increasing numbers of women have entered the domain of tertiary education in South Africa. Women now make up almost half of the student body at public universities across South Africa (SA census, 2001).

Although the above changes have a direct influence on the workplace that students will enter, their expectations around how the work role will interact with their family role still remains unclear (Cinamon, Most, & Michael, 2008; Peake & Harris, 2002; Westring & Ryan, 2011). The period between 20 and 30 years of age in the lives of young adults is often characterised by changes and the pressure to make decisions about future life roles (Arnett, 2000; Friedman & Weissbrod, 2005). Most adolescents within developed economies are dedicating these formative years to education and relationships in order to prepare for their future life roles (Cinamon, 2010). These important life roles can be viewed as conflicting, and thus balancing these roles is anticipated as a challenge. Alternatively, these life roles can be viewed as enriching thereby encouraging participation within both roles (Cinamon, Most & Michael, 2008).

Life roles are not independent as their influence is permeable and inter-related (Reitzes & Mutran, 2002) and should be viewed in tandem to fully identify their interconnections (Cinamon & Rich, 2002a). Individuals acquire roles based on whether the role is viewed as personally meaningful, worthwhile and contributing to the development of self-identity (Cinamon & Rich 2002b; Reitzes & Mutran, 2002). As young adults develop self-identity through role acquisition, based on the importance they place on various roles, their expectations of the interaction between the roles may vary and therefore hold consequences for their future choices or plans.

## **Aims of the research**

The aim of this research is to bridge the gap on the expectation of the work-family interface among young adults before they assume adult life roles. Attributed importance to these multiple roles may influence young adults' expectations around the work-family interface and therefore these constructs were investigated together. This analysis will allow distinct groups of students to be identified based on their roles salience and the differences between their expectations to be explored. The findings will provide further insight into the anticipated interrelations between work-and-family and will provide an understanding of career and family role salience within a South African context.

## **Structure of the dissertation**

Chapter One provides an introduction to the research and the aims of the study. Chapter Two presents a comprehensive literature review of relevant theoretical background and current and past research findings. Chapter Three indicates the method and design utilised in the study providing in-depth information on the participants, the procedure, and the measures that were used. Chapter Four describes the statistical analysis that was used for empirical research of the propositions. The findings are presented throughout the chapter. The final chapter, Chapter Five, discusses key findings that emerged and their importance within the research area of work-and-family. In addition the final chapter discusses the suggestions for future research and the practical and theoretical contributions of the study.

## **CHAPTER TWO: LITERATURE REVIEW**

This chapter begins with the literature search methods used to gather literature on the theoretical framework, the anticipated work-family interface, the life role salience constructs and the research and theories that provides empirical evidence of the relationship and links between them. Following that, the chapters provide a conceptualisation of role salience and the anticipated work-family interface. This will provide the background and motivation for the propositions that will be researched.

### **Literature search procedure**

The primary literature search was conducted over a period of six months (February – July 2012). A computer-based search was conducted within the following databases: PsycINFO, PsycARTICLES, ERIC, Academic Source Premier, Business Source Premier, Afri-wide Information Science Direct, Emerald and Jstor. Due to limited research on the anticipated work-family interface, a broad range of search terms were used so as to not exclude any potentially relevant studies. The search terms included “work”, “family”, “conflict”, “enrichment”, “interface”, “role salience”, “role acquisition”, “self-identity”, “self-efficacy”, “expectations”, “anticipated”, “students”, “college”, “parental influence”, “positive affect” and “negative affect”. These terms were entered using multiple combinations with reference to the thesaurus provided by the database. The Boolean search option was used to reduce the exclusion of relevant journals from the literature search based on the variation of the search words. Following the initial search, secondary searches were conducted every month to scan for updates on the databases.

Although the literature search yielded a limited number of journal articles on the anticipated work-family interface (conflict and enrichment), there are a large number of journal articles relating to the work-family interface and the theoretical framework for this construct.

## **Theoretical background**

Through the inevitable transition from studenthood into adulthood, young adults are constantly thinking and planning for their future life roles (Numri, 1991). When determining which roles to develop students are influenced by societal changes, cultural influences, and opportunities and experiences encountered along the way (Kirkpatrick-Johnson, Oesterle & Mortimer, 2001; Tinklin, Croxford, Ducklin & Frame, 2005). Several research studies have evidenced a link between self-identity, role salience and role choice (Reitzes & Mutran, 2002; Stryker & Burke, 2000).

### **Role identity theory**

Investment in life roles is based on the strength of the connection to one's identity (Rothbard & Edwards, 2003). Stryker and Burke (2000) describe role identity as a cognitive distinction that represents the salience or centrality of a role to person's self-concept. This description follows on from identity theory's specification formula proposed by Mead (1934): commitment shapes identity saliences which shapes role choice behaviour (Stryker & Burke, 2000). However, role identity is not confined to one role at any single point in time (Stryker & Burke, 2000; Super, 1980). A person is likely to adopt multiple roles and multiple identities, and these multiple roles may either inflict conflict due to competing demands or they may enrich one another (Ashford & Mael, 1989; Reitzes & Mutran, 2002; Super, 1980). As the importance attributed to a role increases, research indicates that the participation and commitment to that role also increases (Rothbard & Edwards, 2003). Although this can be attributed to a decreased willingness to transition between roles, investment in a role increases performance within that role (Rothbard & Edwards, 2003; Winkel & Clayton, 2010).

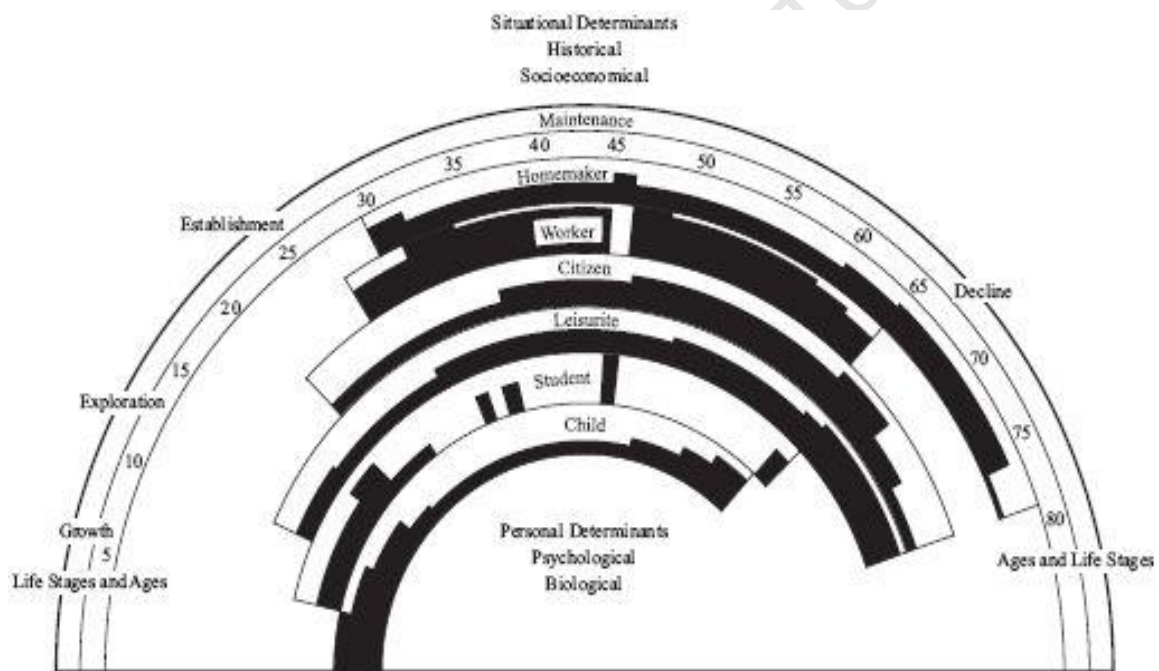
### **Life-Career Rainbow**

Super (1980, 1990) conceptualised how individuals develop their career through multiple role involvement based on two concepts known as Life-span and Life-space approach. The Life-span describes a person's life stages and the various roles that they occupy as they move through these life stages. Super (1980) developed a model that refers to five life stages, namely the Growth (childhood), Exploration (adolescence), Establishment (young adulthood), Maintenance (middle adulthood), and Decline (old age) stages (Super, 1990). Although these are represented by chronological age in the model these stages can be occupied at multiple points in an individual life and are influenced by social and psychological factors. There are numerous roles that could be fulfilled across these life-stages, Super (1980) focusses on six major life roles, namely Child, Student, Leisurite, Citizen, Worker and Homemaker.

Life-space indicates the affective commitment and value that is invested and attributed to these roles over time (Super, 1990). Super (1990) theorised that as new roles are acquired and activated, a reduction of affective commitment towards those roles may occur, or alternatively, participation in both roles may provide additional satisfaction. This is aligned with more recent theory on work-and-family in that these roles are interconnected and interdependent and should be viewed simultaneously to measure the effects of the various demands (Cinamon & Rich, 2002b; Greenhaus & Powell, 2006; Shein & Chen, 2011).

Supers' model, the Life-Career Rainbow, is based on the Life-span and Life-space theory. The model is based on the concept that careers are "the combination and sequence of roles played by a person during the course of a lifetime" (Super, 1980, p.282). The Life-Career Rainbow, as depicted in Figure 1 illustrates the synthesis of the life space, life span theory and describes how roles can increase or decrease with importance across various life stages (Super, 1980). As a person moves through their life stages, which are

indicated around the top of the model, their role identity, interests and abilities change and develop (Nevill & Super, 1988). As individuals move through these life stages they begin to occupy new roles, as they do additional layers are added to the rainbow. The second dimension indicating Life-space which is the individual's role salience is illustrated by the shaded areas within the life roles (Super, 1990). The model creates a visual representation of multiple role involvement based on attributed importance toward these roles. Super indicates that the more salient a role is the more individuals invest in these roles over their Life-span (Super & Nevill, 1984).



**Figure 1.** The Life-Career Rainbow model by Super (1980, p.289)

## Life role salience

Life role salience is defined by Super (1980) as the level of importance that an individual attributes to a particular role. Furthermore, role salience is viewed as a function of the affective commitment and value placed on a role to which the individual attaches a strong identity (Stryker & Serpe, 1994; Super, 1980). Within role identity theory, role salience has been used to explain decision making and behaviour in the salient roles (Greenhaus & Beutell, 1985; Stryker & Serpe, 1994). This is consistent with Super's (1982) description of the dimensions of role salience, namely, participation or behavioural involvement; commitment or emotional investment and knowledge or cognitive understanding of a role. Highly salient roles are associated with heightened levels of personal meaning and a commitment of resources towards that role (Bagger, Li & Gutek, 2008).

Numerous researchers have emphasised the need to research life role salience in conjunction with the work- family interface (see Table 1 for a review of the current research on the life role salience construct and young adults) (Amatea, Cross, Clark & Bobby, 1986; Biggs & Brough, 2005; Carlson & Kacmar, 2000; Friedman & Weissbrod, 2005; Greenhaus & Beutell, 1985; Greenhaus & Powell, 2006; Hartung & Rogers, 2011; Shein & Chen, 2011).

Men and women are no longer confined to their traditional roles, wherein men are defined as the sole worker and women the sole caretaker. Increasingly men and women are ambitious and committed to multiple roles simultaneously (Amatea et al., 1986). Greenhaus and Beutell (1985) suggested that increased salience to a particular role will influence the person's expectations and in turn these expectations will affect their role behaviour. Similarly, Carlson and Kacmar (2000) describe that the value placed on life roles is central to an individual's ability to organise and attach meaning in order to affect action towards those roles. Therefore, an increase in salience towards a role is assumed



to impact on role perceptions, which may include either conflict or enrichment between these roles (Biggs & Brough, 2005). Friedman and Weissbrod (2005) emphasise the need to improve our understanding of contemporary young adults' attributed importance to future work-and-family roles. In addition, investigating how their work-and-family role salience influences their expectations of the interrelationship between these roles will contribute to the call for further research in this arena.

Super and Nevill developed the Salience inventory in 1983, which looked at the commitment attributed to future life role of work and home-and-family role (Amatea et al., 1986). This measure conceptualised the family and home roles into one domain. Building on from Super's theory Amatea et al. (1986) developed a scale that was based on the increasingly varied orientations towards family and home domains. Amatea et al. (1986) developed a scale that investigated the family role, spousal role and homemaker role separately as the expectations and behaviours surrounding these roles require individual attention.

The family role relates to childbearing and childrearing responsibilities whereas the spousal role indicates marital commitments and support toward one's spouse. The homemaker role comprises of responsibilities towards creating and maintaining a home. Cinamon, Most and Michael (2008) and Cinamon and Rich (2002a) did not include the homemaker role when investigating life role salience among university students as young students often have domestic assistance through hired help. Although this rationale may pertain to university students in a South African sample, the steady rise and growth in South Africa's middle class may influence attributed importance to the homemaker role as this is becoming attainable for more young South Africans. Therefore, the additional life roles of spouse and home were included in the research to address whether these roles have an impact on the anticipated work-family interface

**Table 1.** *Sample of Life role salience research among young adults*

Study	Sample	Relevant variables	Findings
Amatea, Cross, Clark & Bobby, 1986	- American undergraduate students	- Development of the Life role salience scale	- The life role salience scale demonstrated adequate convergent and discriminant validity and reliability - The scale was validated among a sample of undergraduate students
Brown & Lavish, 2006	- Native American college students	- Life role salience - Career decision-making self-efficacy - Reasons for attending college	- Expectation to participate in a family role was most salient role. - Value and commitment expectation for the work, student and community role significantly correlated with decision-making self-efficacy.
Creed and Patton, 2003	- Secondary school students (Australia)	- Career maturity - Work role salience - Career decidedness - Decision-making self-efficacy - Self-esteem	- Self-efficacy, age, career decidedness and work commitment were the main predictors of career maturity attitude - Age, gender, career decidedness and work commitment were the main predictors of career maturity knowledge
Duffy & Sedlacek, 2007	- First-year college students	- Work values	- Intrinsic interests, high salary, contribution to society and prestige emerged as the four most important work values
Friedman & Weissbrod, 2005	- College juniors and seniors	- Work-family commitment	- No differences between gender and work-and-family commitment
Hartung & Rogers, 2011	- Medical students	- Work-family commitment - Attitudes towards feminism	- High levels of work-and-family commitment across the sample - Third-year medical students had high family role commitment than younger students - Women had more positive attitudes towards feminism than men
Niles & Goodnough, 1996	- English-speaking countries	- Review of life role salience	- Life role salience must be viewed in light of the cultural contexts - Diverse settings and sex differences related to levels of life role salience - Career counsellors should consider clients value and life role salience to facilitate development

## **Gender differences**

Many, young adults engaged in tertiary education have grown up in households where both parents are employed and the family responsibilities are more equally divided than in the past (Kaufman, 2005). These shifts in responsibility may influence young adults' attitudes towards gender roles, thereby affecting their commitment or salience attributed to work-and-family roles (Friedman & Weissbrod, 2005).

A review of the research indicated a gradual increase towards equal commitment to future work-and-family role across gender (Gaffey & Rottinghaus, 2009; Hartung & Rogers, 2011; Kaufman, 2005; Super & Nevill, 1984; Spade & Reese, 1991; Tinklin et al., 2005; Watson & Stead, 1990). Super and Nevill (1984) found that males in high school were more committed to their future work roles than to a family role, more often than females. The opposite was true for females who were more committed to their future family roles than to their work role more often than males. In 1988, Super and Nevill, found that women completing their undergraduate degrees were more committed to both their future work and home roles than their counterparts. In a study on South African adolescents Watson and Stead (1990) found that females had a higher work-role salience than males. From 1991, the research indicates that young adults assigned equally high levels of salience to both work-and-family roles (Spade & Reese, 1991). However, women seemed to place more importance on family duties and expected to work less than males. Tinklin et al. (2005) and Kaufman (2005) also found no differences between gender and life role salience. In addition, Tinklin et al. (2005) found that there was no difference between genders in role salience or role aspirations, demonstrating a truer sense of gender equality. In more recent studies, Gaffey and Rottinghaus (2009) found no differences across gender relating to future work-and-family role salience as well as Hartung and Rogers (2011) who found no difference between male and female medical students' work-and-family role commitment. Based on the above review

*proposition 1*, below, was developed. Although this proposition is of no difference between male and females, this is of interest given the traditionally assumed differences between men and women.

*Proposition 1: There are no gender differences in attributed importance to future work-and-family roles.*

### **Anticipated work-family interface**

Arnett (2000) noted that young adults, often defined as emerging adults, aged between 18 and 25 typically go through a process of identity exploration and experimentation. Similarly, Super (1980) indicated that young adults are in their transitional phase, which is characterised by exploration prior to transitioning to the maintenance stage. If young adults are still exploring they do not have fully formed attitudes toward life roles and it is therefore an opportune time to research their current expectations and attitudes (Basuil & Casper, 2012).

Continuous changes within the societal context and workplace have been associated with career and family altering strategies among young males and females (Cinamon, Most & Michael, 2008). Past research indicates that in the USA young adults, both men and women have similar preferences based on their attributed importance to future work-and-family roles (Kaufman, 2005). Young adults are choosing to get married later in life in order to pursue a career (Arnett, 2000; Kirkpatrick-Johnson et al., 2001), prolong starting a family to pursue a career (Cinamon & Rich, 2002; Westring & Ryan, 2011), have fewer children (Barnett et al., 2003) and give preference to cohabitation over marriage (Kirkpatrick-Johnson et al., 2001). In addition, there is strong empirical support indicating that male and female adolescents and university students foresee a more balanced lifestyle. In Bronzaft's study (1991), 85% of first-year university students anticipated that their lifestyles would include a career, a committed relationship and a

family. In agreement, Peake and Harris (2002) later found that young adolescents' plans included active participation in both work-and-family roles. Kaufman (2005) and Barnett et al. (2003) also found that the majority of male and female college students anticipated getting married, having children and working full-time. More recently, Basuil and Casper (2012) found that three out of four young adults that are planning on entering the world of work in the near future expect to balance a career and a family.

Cinamon and Rich (2002a) examined the effects of gender on their expectations around work-and-family conflict and found that no differences occurred across gender.

However Biggs and Brough (2005) found that gender moderated the relationship between family role salience and university-family conflict as well as family-university conflict. Based on the above review indicating no significant differences across attributed importance to work-and-family, attitudes regarding role involvement and expectation about their future interaction of these future roles, the following propositions were developed:

*Proposition 2a: No significant variance is explained across gender in anticipated work-family conflict.*

*Proposition 2b: No significant variance is explained across gender in anticipated work-family enrichment.*

Although young adults foresee the first ten years after graduation as a time to fulfil their life goals (Barnett et al., 2003), they often have unrealistic plans as to how to combine their future work-and-family roles (Peake & Harris, 2002). While there is substantial research on career choices relatively little is known about students' expectations of the work-family interface (Basuil & Casper, 2012; Barnett et al., 2003; Cinamon, 2008; Peake & Harris, 2002; Weitzman, 1994; Westring & Ryan, 2011).

### **Theoretical background of the anticipated work-family interface**

The anticipated work-family interface is an extension of the theory, models, framework and empirical findings of the work-to family interface (WFI). The WFI is based on two research streams which focus on the positive enrichment and the negative consequences derived from multiple role involvement. These dimensions are researched as two distinct and interdependent constructs each with their own antecedents and outcomes (Chen & Powell, 2012; Cinamon & Rich 2006; Cinamon, 2008). Similarly the anticipated work-family interface consists of two separate constructs that focus on the positive or negative interrelations between future work-and-family roles (Frone, 2003; Greenhaus & Powell, 2006). The positive dimension is termed Anticipated Work-Family Enrichment (AWFE) and the negative dimension is Anticipated Work-Family Conflict (AWFC).

Research was conducted, based on recommendation following the distinctions between the work-family interface, to assess the directionality and dimensionality of the anticipated work-family interface (Chen & Powell, 2012; Cinamon & Rich, 2006; Cinamon, 2008). Cinamon (2008) conducted a study among students where no significant correlation between anticipated work-family conflict and their expectations around work-family facilitation were found, thereby indicating that the future constructs of work-family conflict and work-family enrichment are distinct and independent constructs. However, it still remains unclear whether students or young adults are able to differentiate between the directions and the dimensions of these constructs.

The conflict construct has dominated past research and often focus has been on the negative outcomes of conflicting work-and-family roles. In recent years there has been a shift in focus from negative organisational behaviours and outcomes to positive

behaviours and individual well-being (Seligman, 2000). This is apparent with the recent increase in research on the positive effect and enrichment of work-family relations (Greenhaus & Powel, 2006; Shein & Chen, 2011). Greenhaus and Powell (2006) and Carlson, Kacmar, Wayne and Grzywacz (2006) recommended that the positive side of the work-family interface is incorporated into future studies; therefore this study will address both anticipated work-family conflict and anticipated work-family enrichment.

### ***Work-family conflict***

Work-family conflict is explained using the scarcity hypothesis (Greenhaus & Powell, 2003). The scarcity hypothesis states that humans have a finite pool of physical and psychological resources, namely, time, energy and attention (Greenhaus & Powell, 2003; Marks, 1977). Commitment of resources to various roles results in resource drain, thereby making participation in multiple roles difficult (Greenhaus & Beutell, 1985; Greenhaus & Powell, 2003; Rothbard & Edwards, 2003).

Goode (1960) explains that a role comprises its own demands and that having to fulfil the expectations from multiple roles will unavoidably cause strain. Building on from Goode's role-strain theory, Kahn, Wolfe, Snoek and Rosenthal (1964) assert that simultaneous participation in two or more domains will cause conflict to arise, as the pressure from one domain is incompatible with that of another. The conflict between roles is termed *inter-role conflict*. Following the definition of inter-role conflict Greenhaus & Beutell, define work-family conflict as "a form of inter-role conflict in which the role pressures from the work-and-family domains are mutually incompatible in some respect." (1985, p.77) This definition is widely used today (Bellavia & Frone, 2005).

Greenhaus and Beutell (1985) proposed that work-family conflict is a bi-directional construct. That is pressures arising from within the work domain will interfere with the family domain and vice versa. This is based on the degree of participation and expectation from one role to which resources are committed which, affects the degree

of participation available for the other role (Michel, Kotrba, Mitchelson, Clark & Baltes, 2011). Similarly, Frone, Russel and Cooper's (1992) integrative model found that the relationship is reciprocal; the pressures within one role begin to interfere with the expectations in another role. Research has supported the hypothesis that each domain is distinct and has a clear set of antecedents and outcomes (Cinamon, Most & Michael, 2008; Frone, Yardley, & Marks, 1997; Michel et al., 2011).

Work-family conflict is a multi-dimensional construct. Greenhaus and Beutell (1985) conducted a review of the literature and concluded that work-family conflict is characterised by three major forms: time-based, strain-based and behaviour-based work-family conflict. Time-based work-family conflict exists when time devoted to tasks within one role cannot be devoted to time in another role. In addition, increased time pressures in one role may cause one to become preoccupied without physically participating in that role (Greenhaus & Beutell, 1985). Strain-based work-family conflict arises when stressors within one role produce strains such as fatigue, anxiety, tension or depression, thereby making performance in another role difficult (Greenhaus & Beutell, 1985). Lastly, behaviour-based work-family conflict occurs when behaviour patterns in one role are incompatible with the expected behaviour in another role (Greenhaus & Beutell, 1985).

Although these three major forms have been proposed, behaviour-based work-family conflict has not been researched as extensively. Carlson, Kacmar and Williams (2000) reviewed existing work-family conflict scales and found that only one scale of 25 scales measured all three forms. Time and strain-based conflict have received substantial research attention and there have been empirical findings to support the existence of these forms of work-family conflict. The behaviour-based conflict scale, on the other hand, has been problematic due to a lack of differentiation between the strain and behaviour-based dimensions (Greenhaus & Beutell, 1985; Dierdorff & Kemp-Ellington, 2008).



Based on the review of previous findings with regards to the problematic behaviour-based dimension (Dierdorff & Kemp-Ellington, 2008) of the work-family conflict construct, and in line with Gaffey and Rottinghaus's (2009) findings that young adults could do not differentiate between strain and behaviour-based dimensions, the behaviour-based dimension was not included in this research.

### ***Work-family enrichment***

Work-family enrichment is based on role-accumulation theory proposed by Sieber (1974). He suggests that resources and rewards are gained from participation in multiple roles, providing gratification and positive outcomes that assist with the participation in these roles. This is explained by the expansionist approach which states that resources and energy are created and attained through multiple role participation (Marks, 1977). These theories support Super's proposition that participation in multiple life roles within a life space can be advantageous and supportive (Shein & Chen, 2011; Super, 1990). Work-family enrichment is widely defined as "the extent to which experiences in one role improve the quality of life in the other role" (Greenhaus & Powell, 2006, p. 72). These experiences or resources are skills and perspective, psychological and physical resources, flexibility and material resources (McNall, Nicklin & Masuda, 2010). Research on work-family enrichment amongst working adults indicates that work-family and family-work enrichment facilitate individuals' performance and improved quality of life (Wayne, Grzywacz, Carlson, & Kacmar, 2007).

There have been multiple conceptualisations of the positive interface between work-and-family, namely, positive spillover (Edwards & Rothbard, 2000), work-family facilitation (Wayne et al., 2007) enhancement (Sieber, 1974) and work-family enrichment (Greenhaus & Powell, 2006). While these conceptualisations are often used interchangeably, they are separate and distinct constructs. For the purposes of this study, we will focus on the construct of work-family enrichment.

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graph LR; A[Facilities Affect] --> B[Improved Performance in Role B]; C[Instrumental pathway] --> B; B --> D[(Feedback) Phenomenon];
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The diagram illustrates the Instrumental pathway. It shows a box labeled 'Facilities Affect' with an arrow pointing to a box labeled 'Improved Performance in Role B'. Below this, a box labeled 'Instrumental pathway' also has an arrow pointing to the 'Improved Performance in Role B' box. To the right of the 'Improved Performance in Role B' box, there is a feedback loop indicated by a double-headed arrow labeled '(Feedback)' and a downward arrow labeled 'Phenomenon'.

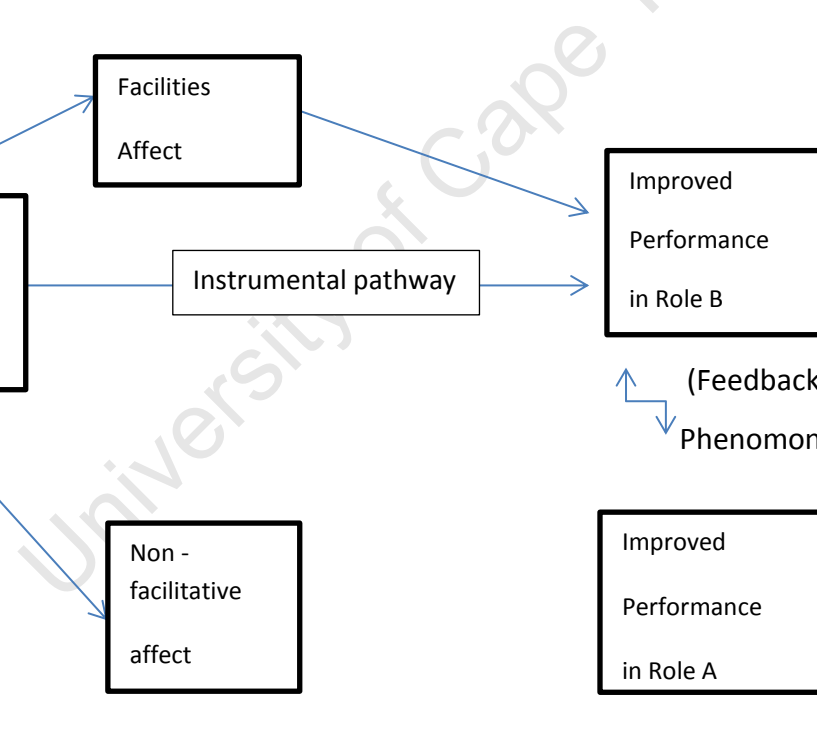


Figure 2. An Empirically grounded model of work-family enrichment. Adapted from Shein & Chen, 2011

Work-family enrichment is a bi-directional construct whereby resources or experience within the work role improve performance in the family role and vice versa (Greenhaus & Powell, 2006). Through empirical research the bi-directionality of the work-family enrichment construct has been confirmed (Carlson, et al., 2006; Greenhaus & Powell, 2006; Shein & Chen, 2011).

In their 2006 research, Carlson et al. developed a comprehensive scale measuring the directions and six dimensions of work-family enrichment. These dimensions take into account that possible resource gains would differ within each direction and domain (Carlson et al., 2006). The first three dimensions apply to the work-family direction: development, affect and capital. Work-family development describes acquisition of skills, knowledge and behaviours whilst participating in the work role that enhance performance within the family role. Work-family affect is when positive emotional states or attitudes developed in the work role improve performance in the family role. Work-family capital, arises when participation in the work role stimulates psychosocial resources that assist in performance in the family role. Examples of psychosocial resources include security, self-fulfilment and confidence.

The family-work enrichment direction incorporates the development, affect and efficiency dimensions. The definitions for work-family development and work-family affect also apply to family-work development and family-work affect but happen in the family domain and improve performance within the work domain. Family-work efficiency is defined as the sense of focus or urgency developed in the family domain that enhances performance in the work domain.

### **Directionality and multi-dimensionality of anticipated work-family interface**

Cinamon (2008) conducted a study among students where no significant correlation between aspects of anticipated work-family conflict and work-family facilitation were found, thereby indicating that the future constructs of work-family conflict and work-family enrichment are distinct and independent constructs however, it still remains unclear whether students or young adults are able to differentiate between the directions and the dimensions of these constructs.

Barnett et al. (2003) proposed that students would not differentiate among the dimensions of anticipated work-family conflict and used a unitary scale to conduct their research. . In 2002, Cinamon and Rich (2002b) found support for the bi-directionality of anticipated work-family conflict; however they do not describe the factor analysis within their study. Cinamon (2006) extended the research by measuring whether students anticipated the bi-directionality of the work-family construct. She found support for her hypothesis. In a subsequent study, Cinamon, Most and Michael (2008) found that the bi-directionality was not supported across the entire sample. The sample was divided into students with a disability and students without. Only those students with a disability identified both directions of anticipated work-family conflict, however the entire sample differentiated between the directions of anticipated work-family facilitation. Gaffey and Rottinghaus (2009) reported a factor analysis of anticipated work-family conflict and found that students identified the three dimensions but could not differentiate between the direction of strain and behaviour-based work-family conflict. Westring and Ryan (2011) conducted a confirmatory factor analysis finding that anticipated work-family conflict was best represented by a six dimensional model. The six dimensional models represented all three dimensions in both directions.

Based on the inconsistencies around the anticipated work-family conflict scale and the lack of empirical research surrounding the anticipated work-family enrichment construct, the following proposition was developed:

*Proposition 3a and 3b: The anticipated work-to-family interface is characterized by four dimensions: a) conflict arising from work-to-family or conflict arising from family-to-work and b) enrichment arising from work-to-family or enrichment arising from family-to-work.*

### **Life role salience and the anticipated work-family interface**

Greenhaus and Beutell (1985) proposed that highly salient roles are expected to have a direct influence on the demands across multiple roles as more resources are devoted to salient roles. Conversely, Wayne, Stevens and Randal (2006) state that the more salient a role is to an individual's identity, the more enrichment they are likely to experience from the salient role to the others. Although these views seem contradictory they both attest to role salience having an influence on the relationship between roles.

Cinamon and Rich (2002) indicated that measuring one role in isolation will only provide narrow insight into how salient these roles are as individuals do not view these roles in isolation. Therefore, measuring multiple life roles simultaneously is imperative as the demands from one role affect the demands of another.

#### ***Life role salience profiles***

Cinamon and Rich (2002) identified three distinct profiles of employees whilst measuring their levels of life role salience for work-and-family roles. These profiles were individuals that placed a) high levels of importance to both roles, b) high levels of importance to the family role and low levels of importance to the work role, and c) high levels of importance to the work role and low levels of importance to the family role.

Cinamon (2010) based on a study of 387 university students in Central Israel; found that

four distinct LRS profiles of students emerged. The fourth profile was low work and low family role salience. This is an important finding as university students (specifically undergraduate students) have not yet committed to, or possibly even made decisions about their future roles. The largest profile attributed high salience to both roles with the second largest attributed low salience to both roles. Identifying distinct profiles is important for research as it allows insights into the different patterns that may emerge overtime. Based on the above review the following proposition was developed:

*Proposition 4: Four distinct life role salience profiles will emerge according to attributed importance to future work-and-family roles.*

Cinamon, Most and Michael (2008) investigated the attribution of importance to work-and-family role and found that students attributed greater importance to their future family roles, specifically to the parental role within this domain. An important finding was that students anticipated more facilitation than conflict between their future work-and-family roles. This finding may indicate a shift from previous generations towards a positive and mutually beneficial relationship between important life roles. They also found that their sample anticipated higher levels of family-work facilitation than work-family conflict. However, to date there are no other studies that have researched anticipated work-family enrichment.

Cinamon (2010) found significant differences across the profiles with regard to anticipated work-family conflict and self-efficacy. The profile that attributed high salience to both roles expressed the highest anticipated work-family conflict compared to the other profiles. Indicating that family life would facilitate positive work experiences more than work role experiences would to positively facilitate family role experiences. Based on the above review the following proposition was developed:

*Proposition 5: Each life role salience profile will differ significantly across individual and family related variables*

*Proposition 6a: Each life role salience profile will differ significantly in its level of anticipated work-family conflict*

*Proposition 6b: Each life role salience profile will differ significantly in its level of anticipated work-family enrichment*

### **Antecedents of the anticipated work-family interface**

Research indicates that life role salience has a direct impact on work-family relationships (Frone, 2003). However, as seen by the above analysis, there is limited research between life role salience and the anticipated work-family interface (Biggs & Brough, 2005). As young adults have not yet participated within these life roles, these future family and work role variables would not yet influence their expectations thereby making it difficult to measure the relationship. Therefore, it is more likely that their personal disposition and attitudes may have a greater impact on their expectations of these future roles (Cinamon, 2010).

There is limited empirical support for the correlation that when life roles are highly salient to an individual, they will commit more resources and time into that role thereby risking conflict due to competing demands or enrichment due to acquisition of resources (Biggs & Brough, 2005; Byron, 2005; Carlson & Kacmar, 2000; Cinamon, 2010; Greenhaus & Beutell, 1985; Shein & Chen, 2011; Stoner, Hartman, Arora, 1991; Super, 1990). The lack of research is surprising, as young adults expectations around their future work-and-family roles and the attributed importance to these roles has a direct influence on their career plans (Niles & Goodnough, 1996) (see Table 2 for a review of the literature on life role salience and anticipated work-family interface).

Biggs and Brough (2005) investigated students' perceptions of their university and family-role conflict based on their attributed importance to these roles using gender as a moderating variable. They found no direct relationship between role salience and

university-family conflict. Westring and Ryan (2011) proposed that the more salient the role the more chance that the salient role would interfere with other life roles and therefore create conflict between them. However, Westring and Ryan (2011) found that family role salience did not correlate with any of the dimensions of anticipated work-family conflict but that work role salience was positively related to strain-based anticipated work-family conflict and all three dimensions of anticipated family-work conflict. Based on the above review the following propositions were developed:

*Proposition 7a: High work role salience and low family role salience explain significant variance in anticipated work-family conflict*

*Proposition 7b: High family role salience and low work role salience explain significant variance in anticipated work-family enrichment*



**Table 2. Empirical research of Life role salience and anticipated work-family interface**

Study	Sample	Relevant variables	Findings
Biggs and Brough, 2005	130 University students from Australia	University – work conflict Life role salience Gender as a moderating variable	<ul style="list-style-type: none"> <li>- No direction relationship between University-work conflict and role salience</li> <li>- Gender moderates the relationship between role salience and both directions of university-work conflict</li> <li>- Females experience high levels of conflict (both directions) when their family role salience was high</li> <li>- Males with high family role salience experienced low conflict in both directions</li> </ul>
Cinamon, Most, and Michael, 2008	101 University students from Central Israel	Anticipated work-family conflict Anticipated work-family facilitation (AWFF) Life role salience Hearing loss as a predictor	<ul style="list-style-type: none"> <li>- Parenting role was the most salient role across life roles.</li> <li>- Anticipated work-family conflict and AWFF are two distinct and independent constructs</li> <li>- Levels of facilitation surpassed levels of conflict</li> <li>- Deaf participants attributed higher salience to work roles than hearing participants</li> <li>- Deaf participants had higher work role salience but anticipated lower levels of conflict</li> </ul>
Cinamon, 2010	387 University students from Central Israel	Anticipated work-family conflict Life role salience Self-efficacy (see Table 3)	<ul style="list-style-type: none"> <li>- Four distinct profile emerged based on participants attributed importance to work-and-family roles</li> <li>- Students who attributed high salience to the work role and low to the family role expressed the highest anticipated work-family conflict</li> </ul>
Westring and Ryan, 2011	437 Medical student from Mid-Western, USA	Anticipated work-family conflict Importance attributed to a role (Work or family) Self-efficacy (see Table 32)	<ul style="list-style-type: none"> <li>- Overall low level of concern for work-and-family conflict</li> <li>- Family role importance did not correlate with any AFWC subscales</li> <li>- Work role importance had a significant positive correlation with strain-based anticipated work-family conflict</li> <li>- Work role importance has a significant correlation with all three dimensions of AFWC</li> </ul>

### **Control variables**

Young adults' work-and-family salience and the anticipated inter-relation between these roles can be influenced by a number of additional factors. To gain a greater understanding of the relationship between life role salience and anticipated work-family interface, factors that may have an effect on the anticipated work-family interface are reviewed. These factors fall into two broad categories: a) dispositional variables, specifically general self-efficacy, positive and negative affectivity and, b) parental influence during adolescence. For a review of the research on these broad categories see Table 3 below.

#### ***Self-efficacy***

Bandura (1977) states that self-efficacy is the belief in one's ability to perform a specific task. Whereas, general self-efficacy as defined by Eden (in press) as the belief in one's overall abilities to effectively perform a task or behaviour across a wide variety of situations (Hennessey & Lent, 2008). Social Cognitive Career Theory (SCCT) shows that individuals with a high self-efficacy would rather pursue and persist through tasks that pose challenges rather than avoid them (Westring & Ryan, 2011). Research has indicated that self-efficacy contributes significantly to young adults' career decisions and planning (Creed & Patton, 2003; Weitzman, 1994). Cinamon (2006) found that young adults with high self-efficacy were more likely to make career plans in order to integrate work-and-family roles. Similarly, Basuil and Casper (2012) found that young adults with higher work-family self-efficacy were more equipped to balance these roles as they had greater knowledge of, and commitment to their future work-and-family roles. This indicates that those with low work-family self-efficacy lack the preparation and planning for these future roles and therefore experience greater conflict (Basuil & Casper, 2012).

Cinamon (2006) found that high self-efficacy, which is attached to making work-and-family decisions, is related to lower anticipated work-family conflict. Westring and

Ryan's (2011) study also supports these findings and found that self-efficacy was a significant predictor of anticipated work-family conflict. They explain that young adults with a strong and positive self-belief about their ability and capacity to be successful expect that they will manage any challenges with which they are faced. Further, Cinamon (2010) found that individuals, who attributed high role salience to both future work-and-family roles, had high levels of self-efficacy to manage the demands from both roles whereas those who had attributed low salience to both roles had a low self-efficacy. In addition, those who had the highest self-efficacy also expressed the lowest levels of anticipated work-family conflict (Cinamon, 2010). Based on the above analysis the following propositions were developed:

*Proposition 8a: General self-efficacy explains significant variance in students' anticipated work-family conflict*

*Proposition 8b: General self-efficacy explains significant variance in students' anticipated work-family enrichment.*

### **Parental influence**

Social cognitive career theory can also be used to explain how young adults' exposure to their parents' work-and-family involvement can be influential when they are forming their attitudes about these future life roles. Through vicarious learning, which is an important aspect of SCCT, young adults learn through exposure to the behaviours and norms of others (Bandura, 1977). Therefore, when young adults are in their adolescent stage they are mainly exposed to their parents' behaviour. Basuil and Casper (2012) describe that as young adults make future role decisions they draw on the influence from their role models, who are more typically their parents or caregivers. Due to the influx of dual-earner couples it is most likely that the majority of university students today have grown up in household where both parents worked (Barnett et al., 2003).

Barnett et al. (2003) proposed that young adults with employed mothers would anticipate less work-marriage conflict due to their exposure to mothers managing multiple roles. They found support for their proposition; students whose mothers were employed anticipated less work-marriage conflict for themselves as well as their partners when compared to students whose mothers did not work. However, it is important to note that employed mothers only predicted 3% of the variance in anticipated work-marriage conflict. Contrary to this proposition, Weer et al. (2006) found that young females' anticipated work-family conflict was unrelated to their mothers' work history. However, they found a positive relationship between young males' anticipated work-family conflict and their mothers' work history. Cinamon (2006) investigated whether young adults who had grown up in egalitarian-modelled families (identified by the sharing of home and child responsibilities) would differ in their anticipated work-family conflict compared to those that grew up in traditionally modelled families (wherein females are the dominant caregivers). She found that models of sharing childcare responsibilities influence young adults' levels of anticipated work-family conflict, whereas the sharing of household responsibilities was not related. More recently, Basuil and Casper (2012) found that young adults appeared to model their behaviour on the work-family conflict they perceived their parents experiencing. That is, sons who felt their fathers had high work-family conflict were more prepared and committed to work-family role planning. The same applied to mothers and daughters. This is in line with the recommendation of Weer et al. (2006) that females, and possibly males, do not only base their future attitudes towards work-and-family on the exposure to working parents but also on their parents' ability to balance or manage both work-and-family roles. Based on the above review the following propositions were developed:

*Proposition 9a: Mothers and fathers employment status during adolescence explains significant variance in students' anticipated work-family conflict*

*Proposition 9b: Mothers and fathers employment status during adolescence explains significant variance in students' anticipated work-family enrichment.*

*Proposition 10a: Young adults' positive perceptions of their parents balancing work-and-family roles will explain significant variance in students' anticipated work-family conflict*

*Proposition 10b: Young adults' positive perceptions of their parents balancing work-and-family roles will explain significant variance in students' anticipated work-family enrichment.*

### **Positive and negative affectivity**

Affectivity is a self-reflected mood state that can either be positive or negative (Watson, Clark & Tellegen, 1988). Watson et al. (1988) established that these two states are independent and do not lie on opposite sides of a continuum. An individual, who has a high Positive Affect (PA) is characterised as energetic, alert, enthusiastic and pleasurable engagement whereas low PA, is characterised by low levels of energy and sadness. High Negative Affect (NA) is characterised by fear, nervousness, guilt and distress whereas low NA is characterised by calmness and serenity.

Dispositional variables can have an adverse or protective influence on young adults' expectations around the work-family interface. There is a lack of research measuring these constructs however, compelling research within work-and-family indicates that these variables have a direct effect on work-family conflict and family-work conflict (Allen et al., 2012; Andreassi, 2011; Bellavia & Frone, 2005). Allen et al. (2012) conducted a meta-analysis on disposition and work-family conflict and found that negative affectivity and neuroticism are strong predictors of work-family conflict. This is due to individuals having a predisposition to negative outcomes and experiences and therefore, expects more interference between these roles. Conversely, Allen et al. (2012) found that positive affect is negatively related to work-family conflict. They describe PA as a protector variable against work-family conflict. When individuals have

high PA they are predisposed to positive outcomes and have less expectation of interference between work-and-family roles (Allen et al., 2012; Bellavia & Frone, 2005). Based on the above review the following propositions relating to the anticipated work-family interface:

*Proposition 11a: Negative affect explains significant variance in anticipated work-family conflict*

*Proposition 11b: Negative affect explains significant variance in anticipated work-family enrichment*

*Proposition 12a: Positive affect explains significant variance in anticipated work-family conflict*

*Proposition 12b: Positive affect explains significant variance in anticipated work-family enrichment*

**Table 3.** *Empirical research of anticipated work-family conflict and parental influencing variables, gender, self-efficacy and positive and negative affect*

Study	Relevant variables	Findings
Barnett, Gareis, James & Steele (2003)	Anticipated career-marriage conflict (ACMC) Mothers' work history (ME) Family plans Maternal education Negative affect (NA) Gender	ME and family plans both significantly predict ACMC, although the correlations were weak Employed mothers related to less ACMC and vice versa. Students who planned to have fewer children later in life expected less ACMC No significant relationship between maternal education and ACMC No significant relationship between NA and ACMC No significant relationship between gender and ACM
Basuil & Casper (2012)	W-F balance self-efficacy Parents WFC W-F role-planning attitudes	WF-SE was positively related to knowledge and commitment to future work-and-family roles Perceptions of the same-gender parent's WFC were positively related to knowledge, commitment and involvement in role planning
Bu, & McKeen (2000)	anticipated work-family conflict Gender Nationality (Canadian vs. Chinese)	Female students had a higher anticipated work-family conflict than male students Canadian students had a higher anticipated work-family conflict than Chinese students
Cinamon (2006)	Both directions - AWCF and AFCW Gender Parental roles Self-efficacy to manage future work-family conflict (SE-FWFC)	Both directions of anticipated work-family conflict existed Significantly higher AFCW than AWCF Women had higher AWCF and AFCW and lower SE-FWFC Egalitarian RS related to reduced anticipated work-family conflict SE-FWFC negatively related to AWCF and AFCW
Cinamon (2010)	anticipated work-family conflict LRS Self-efficacy	Students with high levels of anticipated work-family conflict had lowest self-efficacy Students with high salience to both roles had high self-efficacy and students with low salience to both roles had a low self-efficacy to manage both roles.

Kaufman (2005)	Gender-role attitudes of work-and-family Role plans for work-and-family	Majority of men and women expect to marry, have children and work full-time Men expect to work longer work hours Women who have egalitarian attitudes are less definitive about marriage and children Egalitarian men expect to work fewer hours and are more willing to take on home responsibilities
Kirkpatrick-Johnson, Oesterle, & Mortimer (2001)	Changes in adolescents' orientation to work-and-family	Adolescents are highly interested in work-and-family Adolescents have rising aspirations for education and extrinsic rewards There is a rise in the age that young adults are choosing to get married. An increase in preference to cohabitation rather than getting married and having children outside of marriage Anticipate family plans interfere with career plans
Livingston, Burley, & Springer (1996)	anticipated work-family conflict Gender	Women experience relatively low levels of anticipated work-family conflict compared to men
O'Shea & Kirrane (2008)	Attitudes to manage the work-family interface Parental Employment Parental Education	Participants from dual-earner families had significantly more positive attitudes than participants from single-earner families A positive significant relationship was found between paternal education level and positive attitude to manage the work-family interface
Tinklin, Croxford, Ducklin & Frame (2005)	Gender roles Aspirations for future roles	Young adults believe that equal opportunities should be given to men and women in terms of education and careers Young adult's believe that parents should be jointly responsible for childcare
Weer, Greenhaus, Colakoglu & Foley (2006)	anticipated work-family conflict Maternal Employment (ME) Family plans Career plans	Women had higher anticipated work-family conflict than men ME was positively related to anticipated work-family conflict for men ME was not significantly related anticipated work-family conflict for women No significant relationship between CAS and anticipated work-family conflict Significant relationships between anticipated work-family conflict and FAS

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## **CHAPTER THREE: METHOD**

The aim of this research is to investigate the relationship between life role salience and expectations about the work-family interface. It also aims to investigate how this relationship is affected by an individual's disposition and environmental variables. This chapter presents the methods used to investigate the above, and is divided into five sections: Research design, data collection procedures, participants, the measures and the statistical analysis, respectively.

### **Research design**

A descriptive research design was applied (Hair, Black, Babin, Anderson, & Tatham, 2006). A cross-sectional survey was conducted to collect the data using a self-administered, online questionnaire at a single point in time. The self-administered questionnaire was chosen in order to collect quantitative data from a large sample ( Pieterse & Maree, 2007). The quantitative data enabled statistical procedures to be conducted in order to test the multiple propositions of the study.

### **Sampling procedure**

The population consisted of all young adults attending tertiary education within Southern Africa. However, due to the time constraints the sampling frame was reduced to students attending the University of Cape Town (UCT). From this sampling frame students were selected whose degree of choice was Commerce, Law, Health science or postgraduate studies. Three different faculties were chosen to allow for a comparison to be made between students career paths and to examine whether this affected their level of anticipated work-family conflict or enrichment.

## Participants

Four hundred and seventy participants responded to the questionnaire. Of these, 12 participants were married, five of whom had children. Due to the focus of the research being on work-and-family expectations, these participants' data was excluded from the dataset. The data of five participants was also excluded from the dataset as one participant answered "unsure" to the entire questionnaire and indicated that he/she was 15 years old, and the other four participants' data contained irregular figures. The final sample comprised of 448 unmarried students with no children (165 being male and 186 female, 97 participants chose not to indicate their gender). Their ages ranged from 17 to 29 ( $M = 21.26$ ;  $SD = 1.73$ ,  $N = 351$ ). From the total sample 14.53% ( $N = 49$ ) of the participants were going to enter the world of work in the year following the study with 84.55% ( $N = 290$ ) continuing to study in the following year (11 participants were working part-time and 98 participants chose not to answer). The year of study and specific degree is summarised in Table 5

**Table 4. Demographic variable**

Demographic	Category	%	N
Year of study	1 <sup>st</sup>	15.71	55
	2 <sup>nd</sup>	8.57	30
	3 <sup>rd</sup>	38.75	135
	4 <sup>th</sup>	25.43	89
	5 <sup>th</sup>	11.71	41
Faculty	Commerce	70.08	246
	Medicine	10.26	36
	Law	3.70	13
	Postgraduate diploma	7.69	27
	Postgraduate degree	7.41	26
Missing data			97

## Procedure

Approval for the study was obtained from the Commerce Research in Ethics Committee at University of Cape Town (UCT). Further approval to survey students was received by the university's student affairs committee. A non-probability sampling approach was used as a result of the time and resource constraints (Maree & Pietersen, 2007). The sample was selected based on convenience sampling techniques. The participants were selected based on accessibility and willingness to participate.

The questionnaire was developed online using Select Survey Advanced, version 8.2.1, and was distributed via an email announcement to students' email addresses. In addition to emailing the students, the Commerce Faculty installed a pop-up box that requested the students' participation when they logged onto a computer in the Commerce student's computer laboratories. This pop-up box contained an http link, which lead them directly to the online questionnaire. This service was not available at any of the other faculties.

The email outlined the purpose of the study and requested voluntary participation. The participants were ensured anonymity, as the questionnaire did not request any identification. The email requested that the participants follow a link to fill out the online questionnaire.

Participation in the survey was incentivized to increase the response rate. Once the participants had completed the questionnaire they could enter into a draw to win a R500 cash prize. The winner was selected by randomly drawing a participant's nickname and code-word out of a box. The online questionnaire was designed in such a way that the names entered into the lucky draw could not be linked to the corresponding questionnaire, thereby ensuring anonymity.

## Measures

*Life role salience* was assessed by the Life Role Salience Scale (LRSS) developed by Amatea et al. (1986). The LRSS scale assesses attribution of importance to four major life roles, namely, occupational, marital, parental and homemaker roles. The scale consists of 40 items and was measured using a five-point Likert-type scale ranging from *Strongly disagree* (1) to *Strongly agree* (5). There are eight separate subscales: the four life roles assessed across two separate dimensions. Each life role was measured by 10-items. The first five-items measured the first dimension and the last five measured the second dimension (see Appendix A for the full scale). The first dimension was the reward-value dimension, which indicated whether the participant agreed that the role was important to their self-definition (Amatea et al., 1986). A sample item was, *"Having work that is interesting and exciting to me is my most important life goal"*. The second was the role-commitment dimension. A sample item was: *"I expect to make as many sacrifices as are necessary in order to advance in my work."* This dimension assessed whether the participant was willing to commit personal resources to ensure success in that role (Amatea et al., 1986). The Cronbach alpha's measuring the internal consistency were high, ranging from .79 to .94 (Amatea et al., 1986). The Cronbach alpha's for each subscale, measuring both value and commitment dimensions respectively, were .83 and .86 for the work-role sub-scale, .80 and .84 for the family-role sub-scale, .81 and .94 for the spousal-role sub-scale, and .79 and .82 for the homemaker-role sub-scale.

*Anticipated work-family conflict and family-work conflict* was measured using Carlson, Kacmar and Williams' (2000) 18-item work-family conflict scale. The WFC scale is a validated scale for measuring the bi-directionality and multidimensionality of the WFC construct. It was important to include a scale that was a more accurate depiction of the construct to further the theory on anticipated work-family conflict (Carlson et al., 2000). As the original WFC scale was worded in the present tense, the tense was adapted to the future tense to represent the anticipation or expectation that students may have of their future work-and-family roles (see Appendix A for the full scale). The original scale included six different subscales: time, strain, and behaviour-based work-family conflict and time, strain and behaviour-based family-work conflict. Three

items measured each dimension. However, for this study the behaviour-based dimension was excluded and the final scale consisted of 12 items. A sample item was: *"In the future, my work will keep me from my family activities more than I like."* Participants indicated their agreement with the items on a five-point Likert-type scale ranging from *Strongly disagree* (1) to *Strongly Agree* (5). The internal consistency of each of the four dimensions were high, ranging from .78 - .87: time-based W-FC 5 .87; time-based F-WC 5 .79; strain-based W-FC 5 .85; strain-based F-WC .87 (Carlson et al., 2000).

*Anticipated work-family enrichment* was assessed using Carlson, Kacmar, Wayne and Grzywacz's (2006) 18-item work-family enrichment scale. The scale was adapted to the future tense to accurately measure the students' expectations (See Appendix A for the full scale). The scale measured the bi-directionality (work-family and family-work) and the complex dimensions of the work-family enrichment construct (Carlson et al., 2006). To measure the complexity the scale includes the concept of resource gains and enhanced function in each item (Carlson et al., 2006). Three items measure each of the following six subscales: In the work-family direction the subscales are development, affect and capital and in the family-work directions the subscales are development, affect and efficiency. A sample item was, *"My future work involvement, will help me to understand different viewpoints and this will help me be a better family member."* Respondents indicated their level of agreement with the items on a five-point Likert-type scale ranging from *Strongly disagree* (1) to *Strongly agree* (5). The Cronbach alpha for each scale was high ranging from .73 to .91: work-family development = .73; work-family affect = .91; work-family capital = .90; family-work development = .87; family-work affect = .84; family-work efficiency = .82.

*Positive and negative affectivity* was assessed using the Positive and Negative Affect Schedule (PANAS) developed by Watson, Clark and Tellegen (1988). The scale was included to control for the influence that disposition may have over the independent variables. The PANAS scale consists of 20 items that measure mood factors. The scale items consist of words that are mood descriptors. There are 10 words that describe PA and 10 words that describe NA (see Appendix A). Respondents were asked to indicate whether they had experienced the following moods

over the past seven days. The participant's responded on a five-point Likert type scale ranging from *Very slightly or not at all* (1) to *Very much* (5). Watson et al. (1988) reported a high internal consistency with the Cronbach alpha of .85 for PA and .88 for NA.

*New General Self-efficacy* was measured using Chen, Gully and Eden's (2001) eight-item New General Self-Efficacy scale (NGSE). A sample item was: *"I will be able to achieve most of the goals that I have set for myself."* Participants were asked to indicate their level of agreement with items on a five-point Likert type scale ranging from *Strongly disagree* (1) to *Strongly agree* (5). Chen et al. (2001) reported that the scale is uni-dimensional, and had a high reliability with a Cronbach alpha of .86.

Five items that related to the young adults *future family plans* were included to assess the samples aspirations and plans towards family role involvement. These items were measured using single-item responses. These items were included to control for the influence these aspirations may have on their future work-and-family role expectations.

Six items measuring young adult's *perceptions of their parents' orientation, coping ability and employment history during adolescence* were included. These items were single-item responses. These items were included to control for the influence that upbringing and perceptions of parental behaviour might have on the expectations students have about their future roles.

*The demographic variables* were measured with single-item responses. The demographic variables were selected to gain insight into the samples characteristics and to control for the influence over the dependent variable. The variables selected were respondents' age, gender (coded as male = 0; Female = 1), year of study, registered degree and whether they were entering the world of work in the next year.

### **Statistical analysis**

Data were cleaned and coded based on statistical protocols (Tabachnick & Fidell, 2006)

*Statistica version 10* was used to analyse the data. Factor analysis and reliability analysis were conducted to assess the factorial validity and reliability of the scale. Descriptive statistics were reported and inferential statistics were conducted. Cluster analysis, MANOVA, ANOVA and hierarchical multiple regression analysis were conducted to test the propositions .

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## CHAPTER FOUR: RESULTS

The aim of this research is to identify students' expectations about the interaction between their future work-and-family roles. In order to identify whether students differ in their expectations, the research aims to identify and profile students based on the salience they attribute to these roles. This chapter will present the results of the statistical analyses that were conducted.

The chapter is divided into six sections. Section one explores the dimensionality of the measurement scales. Section two presents the reliability analysis for all the scales. Section three presents the descriptive statistics and correlations between the scales. Section four presents findings regarding the students' life role salience. Section five presents the ANOVA results that explored the differences between the profiles means and the various predictor variables. Section six presents the results of the hierarchical multiple regression analyses.

### Dimensionality

To test the dimensionality of the scales a confirmatory factor analysis was conducted (CFA). This technique provided confirmation of the scales underlying factors based on supporting theory (StatSoft, Inc., 2012). All the scales were tested based on the development of various models. The results from the CFA were unclear and did not strongly identify, across the absolute fit indices, a good model fit (see Appendix B for the CFA analyses). Therefore, an exploratory factor analysis was conducted to determine the dimensionality of the scales based on the sample. Using an iterative process the scales were reduced to determine the underlying sub-factors and factorial validity of the scales.



## Exploratory factor analysis

An exploratory factor analysis was conducted on all the scales to determine whether sub-factors existed (Burns & Burns, 2008). A principal axis extraction was used with a varimax normalized rotation. This rotation method was selected in order to maximise the variances across the variables within each factor (StatSoft, Inc., 2012). Principal axis factoring was selected as principal component analysis does not consider the underlying structure produced by the latent variables (StatSoft, Inc., 2012). Based on Kaiser's criterion (1960) only eigenvalues greater than 1.0 were selected. In addition, factor loading  $> .32$  was used as the minimum loading, as this denotes approximately 10% of the variance accounted for by that item for the factor (Tabachnick & Fidell, 2006).

### *Life Role Salience scale*

Principal axis factoring was performed on the 20 items for the work-and-family sub factors of the LRS scale. The scale did not yield four factors as expected. Multiple items had factor loadings below  $.32$ . Through an iterative process the items with item-loading below  $.32$  or with significant cross loading were removed. The final structure showed two distinct factors, with eigenvalues above 1.0, explaining a cumulative variance of 33.31. Factor one had an eigenvalue of 2.38 and explained 23.78% of the variance. Factor two had an eigenvalue of 1.153 and explained 11.52% of the variance. All items loaded on their respective factors with item loadings greater than  $.32$  ( $0.42 > r < 0.71$ ) (See Table 5, for the item factor loadings of the work and family dimensions). These factors represent work role salience and family role salience sub-dimensions.

**Table 5.** *Factor loadings of the work and family role salience dimensions*

Items	Factor – 1 (work role salience)	Factor – 2 (family role salience)
Work Value 4	<b>0.42</b>	0.18
Work Value 5	<b>0.51</b>	0.17
Work Commitment 8	<b>0.70</b>	0.11
Work Commitment 9	<b>0.71</b>	0.04
Work Commitment 10	<b>0.51</b>	0.04
Family Value 1	0.09	<b>0.54</b>
Family Value 2	0.05	<b>0.45</b>
Family Value 3	0.21	<b>0.49</b>
Family Commitment 7	0.10	<b>0.67</b>
Family Commitment 8	0.12	<b>0.70</b>
Eigen values	2.348	23.78
Individual total variance (%)	1.153	11.52
Cumulative total variance (%)		33.31

*Note.*  $N=396$  after casewise deletion. Remaining items based on an iterative process. Principal axis extraction with a varimax normalised rotation. Items in bold have acceptable factor loading of  $> .32$

#### *Anticipated work-family conflict*

The 12 item anticipated work-family conflict was analysed using principal axis extraction with a varimax normalised rotation. Two factors were extracted which indicated that the sample did not differentiate between the directions of the anticipated work-family conflict scale

Through an iterative process only the W-F items were retained as the F-W items indicated significant cross loadings. The final structure showed that one factor with an eigenvalue of 1.567 was extracted, and explained 26.11% of the variance. All the items loaded above .32 ( $0.4 > r < 0.60$ ). This factor represented anticipated work-family conflict (see Table 6 for anticipated work-family conflict item factor loadings).

**Table 6.** *Factor loading for anticipated work-family direction*

Items	Factor – 1 (AWFC)
Anticipated work-family conflict-time 1	<b>-0.53</b>
Anticipated work-family conflict- time 2	<b>-0.60</b>
Anticipated work-family conflict- time 3	<b>-0.60</b>
Anticipated work-family conflict-strain 1	<b>-0.45</b>
Anticipated work-family conflict-strain 2	<b>-0.45</b>
Anticipated work-family conflict-strain 3	<b>-0.40</b>
Eigenvalue	1.567
Individual total variance (%)	26.11

*Note.*  $N=378$  after casewise deletion. Principal axis extraction (unrotated). Items in bold have acceptable factor loading of  $> .32$

#### *Anticipated work-family enrichment*

Principal axis extraction with a varimax rotation was performed on the 12 items of the anticipated work-family enrichment scale. Two factors emerged indicating that the sample did not differentiate between the dimensions of the scale. Through an iterative process eight items which had significant cross loadings were removed.

The final structure showed two factors with an eigenvalue greater than 1.0 and explained 52.20% of the total variance. Factor one had an eigenvalue of 3.932 and explained 39.32% of the variance and factors two had an eigenvalue of 1.288 and explained 12.88% of the variance. All the items relating to anticipated work-family enrichment and anticipated family-work enrichment loaded significantly on factor one and factor two respectively ( $0.48 > r < 0.82$ ). These factors will represent anticipated family-work enrichment (see Table 7).

**Table 7.** *Factor loadings of the AWFE and AFWE items*

Items	Factor – 1(AWFE)	Factor – 2(AFWE)
Anticipated work-family enrichment- Development 1	<b>0.82</b>	0.12
Anticipated work-family enrichment Development 2	<b>0.84</b>	0.17
Anticipated work-family enrichment Development 3	<b>0.73</b>	0.22
Anticipated work-family enrichment Affect 4	<b>0.48</b>	0.24
Anticipated work-family enrichment Affect 5	<b>0.54</b>	0.22
Anticipated family-work enrichment- Affect 5	0.29	<b>0.61</b>
Anticipated family-work enrichment -Affect 6	0.26	<b>0.67</b>
Anticipated family-work enrichment -Efficiency 7	0.20	<b>0.67</b>
Anticipated family-work enrichment =Efficiency 8	0.13	<b>0.74</b>
Anticipated family-work enrichment =Efficiency 9	0.15	<b>0.73</b>
Eigen values	3.932	39.32
Individual variance explained (%)	1.288	12.88
Cumulative variance explained (%)		52.20

*Note.*  $N = 355$  after casewise deletion. Remaining items based on an iterative process. Principal axis extraction with a varimax normalised rotation. Items in bold have acceptable factor loading of  $> .32$

### *New general self-efficacy*

The eight item new general self-efficacy scale extracted one factor. This factor had an eigenvalue of 4.33 and explained 52.13% of the variance. All the items loaded significantly onto factor one ( $0.65 > r < 0.79$ ) (see Table 8 for NGSE factor loadings). This factor represents NGSE.

**Table 8.** *Factor loadings for the NGSE items*

Items	Factor – 1 (New General self-efficacy)
New General self-efficacy 1	<b>-0.65</b>
New General self-efficacy 2	<b>-0.73</b>
New General self-efficacy 3	<b>-0.71</b>
New General self-efficacy 4	<b>-0.70</b>
New General self-efficacy 5	<b>-0.76</b>
New General self-efficacy 6	<b>-0.75</b>
New General self-efficacy 7	<b>-0.62</b>
New General self-efficacy 8	<b>-0.59</b>
Eigen values	4.330
Individual explained variance (%)	52.13

*Note.*  $N = 357$  after casewise deletion. Principal axis extraction (unrotated). Items in bold have acceptable factor loading of  $> .32$

### PANAS

The 20 item PANAS scale extracted two factors as expected, which explained 41.53% of the total variance. Factor one with an eigenvalue of 5.063, explained 26.65% of the variance. Factor two had an eigenvalue of 2.836, and explained 14.93% of the variance. All factors relating to positive affect loaded above .32 on factor one and all items relating to negative affect loaded above .32 on factor two ( $0.50 > r < 0.82$ ). Therefore factor one represents PA and factor two NA (see Table 9).

**Table 9 Factor loadings for the PANAS scale**

Items	Factor – 1(PA)	Factor – 2(NA)
Positive affect 1	<b>0.69</b>	-0.07
Positive affect 2	<b>0.54</b>	0.17
Positive affect 3	<b>0.69</b>	-0.07
Positive affect 4	<b>0.69</b>	-0.08
Positive affect 5	<b>0.64</b>	-0.12
Positive affect 6	<b>0.73</b>	-0.10
Positive affect 7	<b>0.68</b>	-0.03
Positive affect 8	<b>0.82</b>	-0.15
Positive affect 9	<b>0.69</b>	-0.09
Positive affect 10	<b>0.63</b>	-0.13
Negative affect 1	-0.12	<b>0.62</b>
Negative affect 2	-0.10	<b>0.60</b>
Negative affect 3	-0.08	<b>0.55</b>
Negative affect 4	-0.18	<b>0.65</b>
Negative affect 5	-0.04	<b>0.55</b>
Negative affect 6	-0.02	<b>0.50</b>
Negative affect 7	-0.05	<b>0.59</b>
Negative affect 8	-0.02	<b>0.55</b>
Negative affect 9	0.07	<b>0.64</b>
Eigen values	5.063	26.65
Individual explained variance (%)	2.836	14.93
Cumulative variance explained (%)		41.53

*Note. N = 356 after casewise deletion. Principal axis extractions with a varimax normalized rotation. Bold loadings are  $>.32$*

## Reliability analysis

The internal consistency of all the scales was assessed using Cronbach's alpha ( $\alpha$ ). A Cronbach's alpha of .70 and above was used as a bench-mark for accepting the scales reliability (Hair et al., 2006). A higher Cronbach's alpha is indicative of a high internal consistency. The internal consistency of the factors that emerged through the EFA analysis were tested.

### *Life role salience*

Both the work-and-family role salience variables had an internal consistency that was acceptable. The work role subscale had a Cronbach's alpha of .71 and the family role salience subscale had a Cronbach's alpha of .72, these both indicated a moderate internal consistency.

### *Anticipated work-family conflict*

The EFA indicated that anticipated work-family conflict as a uni-dimensional scale consisting of one direction with both dimensions of time and strain included in the work-family conflict factor. The reliability analysis indicated a moderate internal consistency with a Cronbach's alpha of .67.

Based on the outcome of the dimensionality and consistency of the anticipated work-family conflict scale, *proposition 3(a)* is not supported. Young adults did not differentiate between the directions of the anticipated work-family conflict scale.

### *Anticipated work-family enrichment*

The Cronbach's alpha for anticipated work-family enrichment was high ( $\alpha = .84$ ) as well as the internal consistency for anticipated family-work enrichment ( $\alpha = .84$ ). This indicated a good internal consistency for the scales.

*Proposition 3(b)* assumed that young adults would differentiate between the directions of anticipated work – family enrichment and anticipated family –work enrichment. Based on the above analysis there is support for the proposition as young adults differentiated between the directions of the anticipated work-family enrichment scale.

*Positive and Negative affect and General self-efficacy*

Both the PA and NA subscales had high internal consistency with Cronbach's coefficient alpha of .90 and .82 respectively. The GSE scale was also highly reliable with a Cronbach's alpha of .88.

**Descriptive statistics**

This section consists of socio-demographic descriptive statistics as well as descriptive statistics for the composite variables. Table 11 presents information on the socio-demographic variables; these items reveal insights into the samples future family expectations, as well as insights into their lives during adolescents. These insights provide results on young adult's perceptions and aspirations for their future roles. Following that, the descriptive statistic and correlation matrix is reported indicating the mean, standard deviation and correlation coefficient for each variable.

Of the sample, 85% intend on getting married. There are high expectations around having children with 90% of the sample expecting to have children. Of that, 4% expect to have one child, 43% expect to have two children, 31% expect to have three children, 16% expect to have four and 7% of the sample expects to have five or more. They expect to have their first child between the ages 22 and 40 ( $M = 29.54$ ,  $SD = 2.87$ ,  $N = 336$ ).

The items assessing the participant's parent's work-and-family roles during adolescence indicate that 58% of the participants' mothers and 86% of fathers were employed-full time. The sample indicated that 50% of the participants viewed their mothers and 55% viewed their fathers are both career and family orientated. The majority of the sample (91%) felt that their mothers coped and 71% of the sample felt that their fathers coped with the demands of their work-and-family roles.

The descriptive statistics were computed for the composite variables. Table 10 indicates the scales means ( $M$ ), standard deviation ( $SD$ ), standard error around the mean ( $SE$ ), skewness and kurtosis. Work role salience ( $M= 3.26$ ;  $SD= .93$ ) and family role salience ( $M = 3.35$ ;  $SD = .96$ ) were above the scales mid-point of three indicating attributed importance to these roles across the sample. Anticipated work-family conflict ( $M = 2.85$ ;  $SD = .04$ ), anticipated work-family enrichment ( $M= 2.72$ ;  $SD = .04$ ) and anticipated family-work enrichment ( $M = 2.87$ ;  $SD = .92$ ) were all just below the mid-point of three. The sample indicated a high PA ( $M= 3.56$ ;  $SD = .80$ ) and moderate GSE ( $M = 3.02$ ;  $SD = .05$ ) with a much lower NA ( $M = 2.38$ ;  $SD = .04$ ) comparatively.

**Table 10.** Descriptive Statistics for Composite variables

Variable	<i>N</i>	<i>M</i>	<i>SD</i>	<i>SE</i>	<i>Skewness</i>	<i>Kurtosis</i>
Work role salience	448	3.26	0.93	0.04	0.42	-0.90
Family role salience	420	3.35	0.96	0.05	0.23	-0.74
Anticipated work-family conflict	376	2.85	0.77	0.04	0.38	0.37
Anticipated work-family enrichment	358	2.72	0.83	0.04	1.45	1.42
Anticipated family-work enrichment	355	2.87	0.92	0.05	1.05	0.13
General self-efficacy	354	3.02	0.97	0.05	0.87	-0.45
Positive affect	353	3.56	0.80	0.04	-0.33	-0.34
Negative affect	354	2.38	0.77	0.04	0.61	0.04

Notes. *N* = Number of respondents after case wise deletion of missing data; *M* = Mean; *SD* = standard deviation; *SE* = standard error of mean.



**Table 11.** *Descriptive statistics for Socio-demographic items*

Item	N	%	M	SD	Range
<b>Items around future marital expectations</b>					
I expect to get married	296	85			
I expect to stay single	14	4			
Unsure	40	11			
<b>Items around future family expectation</b>					
I expect to have children	317	91			
I do not intend on having children	33	9			
What age do you expect to have your first child	336		29.54	2.87	22–40
How many children do you expect to have	336		2.92	1.34	
I expect to have 1 child	13	4			
I expect to have 2 children	136	42			
I expect to have 3 children	101	31			
I expect to have 4 children	51	16			
I expect to have more than 4 children	21	7			
<b>Items around parents work-and-family roles during adolescence</b>					
Did you mother work full-time					
Yes	201	58			
No	144	41			
No mother figure	4	1			
Did your father work full-time					
Yes	299	86			
No	18	5			
No father figure	32	9			
Was your mother career or family orientated					
Career orientated	10	2			
Family orientated	153	46			
Both	175	50			
Unsure	10	2			
Did you mother cope with the demands of her roles					
She coped	319	91			
She did not cope	17	5			
Unsure	6	4			
Was your father career or family orientated					
Career orientated	77	22			
Family orientated	28	8			
Both	190	54			
Unsure	54	16			
Did you father cope with the demands of his roles					
He coped	243	71			
He did not cope	36	11			
Unsure	63	18			

## Correlation analyses

Pearson's product moment correlation technique was used to compute the correlation matrix between the composite variables. This was used to determine if there were any significant relationships between the variables. Casewise deletion of missing data was used yielding a sample of 349 valid cases. According to Cohen's recommendation (1988), correlations coefficients between 0 – .299 are small, between .3 - .499 are moderate and .5 and above are large. The correlation coefficients ranged between -.13 and .46 with a significance level varying ( $p < .01$ ,  $p < .001$  and  $p < .0001$ ). This indicated small to moderate relationships between the variables. Table 12 presents the mean, standard deviation and correlation coefficients for the summed variables.

### Attributed importance to work-and-family roles based on gender

*Proposition 1* states that males and females do not differ in their attributed importance to future work-and-family roles. To test this proposition an independent samples *t*-test was conducted using gender as the grouping variable and work role salience and family role salience as the dependent variables. Levene's test of Equal Variances indicates that equal variance could not be assumed for work role ( $F(1,349) = 1.88$ ,  $p = 0.17$ , *n.s*) however, it could be assumed for the family role salience ( $F(1,349) = 9.93$ ,  $p < 0.01$ ). No significant difference ( $t(349) = -1.46$ ,  $p = .14$ , *n.s*) was found between males ( $M = 3.30$ ;  $SD = .85$ ;  $N = 163$ ) and females ( $M = 3.19$ ;  $SD = 1.01$ ;  $N = 184$ ) level of work role salience. Similarly, no significant difference ( $t(349) = -1.46$ ,  $p = .14$ , *n.s*) was found between male's levels of family roles salience ( $M = 3.45$ ,  $SD = .76$ ;  $N = 163$ ) and female's levels of family role salience ( $M = 3.09$ ;  $SD = .76$ ;  $N = 183$ ).

**Table 12.** Mean, standard deviation and correlation matrices for the composite variables

Variable	M	SD	1	2	3	4	5	6	7	8
1. Work role salience	3.25	0.93	(0.71)							
2. Family role salience	3.37	0.96	<b>0.29***</b>	(0.72)						
3. Anticipated w-f conflict	2.84	0.78	-0.01	0.08	(0.67)					
4. Anticipated w-f enrichment	2.72	0.83	<b>0.27***</b>	<b>0.15**</b>	<b>-0.13*</b>	(0.84)				
5. Anticipated f-w enrichment	2.86	0.92	<b>0.25***</b>	<b>0.22***</b>	-0.04	<b>0.45***</b>	(0.84)			
6. General self-efficacy	3.02	0.98	<b>0.46**</b>	<b>0.28***</b>	-0.05	<b>0.30***</b>	<b>0.39***</b>	(0.90)		
7. Positive affect	3.57	0.79	<b>0.33***</b>	<b>0.14*</b>	-0.05	0.03	<b>0.15**</b>	<b>0.34***</b>	(0.82)	
8. Negative affect	2.38	0.77	-0.06	0.01	0.02	0.02	0.02	-0.05	<b>-0.17**</b>	(0.88)

Note. Significance level set at \* $p < .05$ ; \*\* $p < .01$ ; \*\*\* $p < .0001$ ;  $N = 349$  with case wise deletion of missing data.  $M$  = Mean,  $SD$  = Standard deviation. The brackets represent the reliability coefficients.

## Cluster analysis

Cluster analysis was used to assess whether four distinct profiles would emerge according to the samples attributed importance to the work-and-family roles. Cluster analysis is a multivariate technique used to cluster cases or variables based on similar characteristics (Chan et al., 2006; Hair et al., 2006). This technique would allow simultaneous analysis and comparison of the differences between the clusters. Non-hierarchical cluster analysis was selected as the results are less susceptible to outliers and extraneous variables (Hair et al., 2006), it is also recommended to use *K*-mean, non-hierarchical cluster analysis for samples larger than 350 (Chan et al., 2006). Prior to cluster analysis the data was assessed for multivariate outliers and multicollinearity. Four outliers were identified and removed from the sample. To test whether multicollinearity was present the variance inflation factor was assessed and was not a problem.

The *K*-means clustering was selected to divide the data into the number of specified clusters by maximising the initial-between cluster distances (Hair et al., 2006; StatSoft, Inc., 2012). Four profiles were specified, these are referred to as the cluster seeds (Hair et al., 2006). The number of cluster seeds specified was based on the maximum profiles that could emerge based on the two variables that were being assessed. As the sample did not differentiate between the dimensions of value and commitment, the existence of the profiles depended on work role salience and family role salience as uni-dimensional constructs. The cluster analysis utilised simple Euclidean distances to measure the distances of similarity between observation points (Hair et al., 2006).

### Cluster profiles

In support of the *fourth proposition*, four distinct clusters emerged, each with a unique profile, based on attributed importance to the participant's future work-and-family roles. The cluster size, means, standard deviations and *F* values appear in Table 13 with the graphical representation of the profiles mean scores appearing in Figure 3.

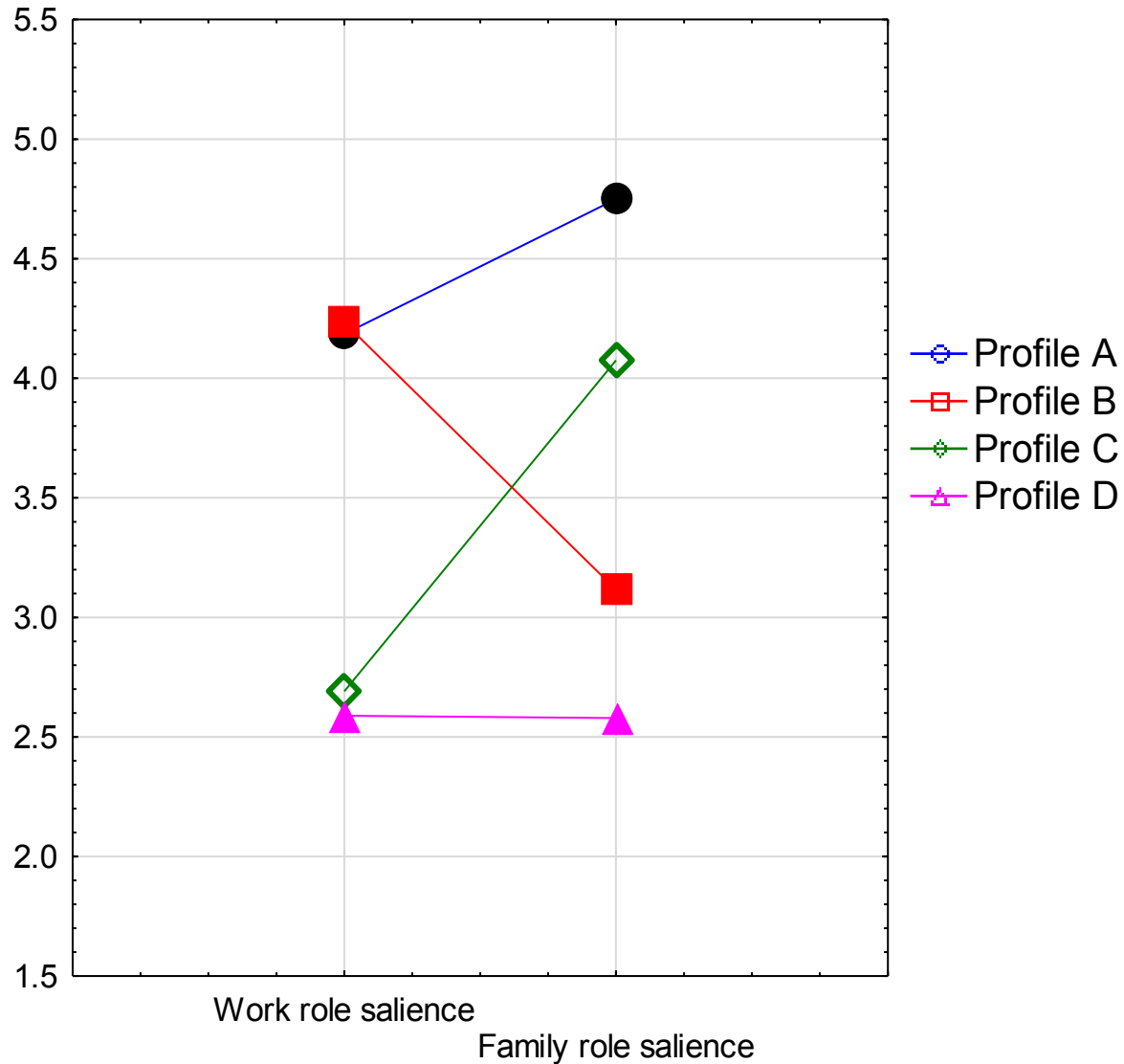


Figure 3. Cluster means from actual data plotted

The first cluster is made up of 67 participants (25 male, 35 female) and represents *Profile A*. The participants in this profile attribute high levels of salience to both their future work-and-family roles. The second cluster represents *Profile B* and included 98 participants (43 male, 36 female). This profile is characterised by high scores of work role saliences and low levels of family role salience. The mean for work was above the mid-point of three whereas the family role mean was just below the mid-point of three. The third cluster is represented by *Profile C* and is made up of 88 participants (31 male, 43 female). The participants in Profile C attribute relatively

higher levels of salience to their future family role and lower levels of salience to their future work roles. The mean of family role salience for Profile C is above the mid-point whereas work role salience is below the mid-point. The final cluster represents *Profile D* and is the largest cluster. There are 161 participants within Profile D (64 male, 70 female). This profile attributes low levels of salience to both their future work-and-family roles, relative to the other profiles.

A Multivariate Analysis of Variance (MANOVA) was run to assess whether the profiles had significantly different means. The results of the MANOVA indicate that the overall model is significant ( $F(6,818) = 365.13, p < .001$ ). In addition, the individual univariate  $F$ -statistics were also significant as indicated in table 13.

**Table 13.** Cluster size, means, standard deviations, and  $F$  values of the work-and-family role salience subscales of LRSS for the four profiles

Subscale	Profile A High work, high family ( $N = 67$ )		Profile B High work, low family ( $N = 98$ )		Profile C High family, low work ( $N = 88$ )		Profile D Low work, low family ( $N = 161$ )		$F(3,410)$
	$M$	$SD$	$M$	$SD$	$M$	$SD$	$M$	$SD$	
Work	4.19	0.65	4.23	0.53	2.69	0.47	2.59	0.46	320.53*
Family	4.75	0.37	3.12	0.48	4.08	0.49	2.58	0.42	471.03*

\* $p < .001$

### Profile differences across individual and family variables

To examine whether the profiles differed based on their individual or family related variables, MANOVA was conducted using the grouped profile variable as the independent variable (IV). The dependent variables fall under three categories individual variables, family related variables and role salience, these variables are listed in table 18. The results indicate the four role salience profiles differed significantly Wilks  $\lambda = .64, F(48, 869.275) = 2.90, p < .00001, \eta^2 = .14$ . Following the significant MANOVA model, follow up ANOVA's were conducted to establish where the profiles differed (See Table 15 for non-significant ANOVA results). The ANOVA found the profiles differed significantly in the age they choose to have their first child, the number of

children, their GSE, PA and salience placed on marriage and the importance placed on building a future home (see Table 14 for significant ANOVA results).

Post-hoc test analyses using Scheffe pair method were computed. Scheffe pair is a conservative post hoc test (Tabachnick & Fidel, 2006). The post hoc test indicated that there were no significant differences between the profiles and the age they choose to have their first child. Profile A and D differed based on the number of children they choose to have ( $p < .01$ ). Profile C did not differ significantly with profile B and D based on their GSE although Profile B, C and D differed significantly with Profile A ( $p < .001$ ) and Profile D differed significantly with Profile B ( $p < .001$ ). There were significant differences with regards to positive affect; profile C and D differed with profile A and B ( $p < .01$ ) although profile C did not differ with Profile D. The post-hoc tests revealed that only profile A and D differed based on the salience they attributed to marriage ( $p < .01$ ).

These results indicate support for *proposition 5* that life role salience profiles differ based on individual and family related variable. Although not all profiles differed significantly across each of the variables, the overall differences indicate systematic difference between variables which validate the discriminant validity of the profiles and indicate that they have unique characteristics.

**Table 14.** Significant ANOVA for individual and family related variables

Subscale	Profile A High work, high family (N = 67)		Profile B High work, low family (N = 98)		Profile C High family, low work (N = 88)		Profile D Low work, low family (N = 161)		F (48,869.275)
	M	SD	M	SD	M	SD	M	SD	
Age-child	29.20	2.82	30.19	3.80	28.75	2.86	29.82	2.43	<b>2.88*</b>
Num-child	3.35	1.45	2.84	1.30	3.00	1.35	2.68	1.24	<b>3.87**</b>
GSE	3.68	1.12	3.28	1.02	2.87	0.90	2.64	0.66	<b>22.52****</b>
PA	3.87	0.87	3.82	0.71	3.36	0.72	3.38	0.75	<b>10.19****</b>
RoleM	3.38	0.92	3.05	0.82	3.16	0.92	2.88	0.67	<b>5.90***</b>
RoleH	3.46	0.94	2.82	0.88	2.95	0.70	2.70	0.69	<b>11.85****</b>

Note. Age-child = the age when you expect to have your first child. Num-child = the number of children you expect to have in your family. RoleM = salience attributed to future marriage role. Role H = salience attributed to creating a home in the future. \* $p < .05$ , \*\* $p < .01$ , \*\*\* $p < .001$ , \*\*\*\* $p < .0000$

**Table 15.** *Non-significant ANOVA results for individual and family related variables*

Subscale	Profile A High work, high family (N = 67 )			Profile B High work, low family (N = 98)			Profile C High family, low work (N = 88 )			Profile D Low work, low family (N = 161)			F (48,869.275)
	M	SD	%	M	SD	%	M	SD	%	M	SD	%	
Age	21.43	0.50		21.04	1.80		21.35	0.50		21.24	0.50		0.89
Negative Affect	2.42	0.82		2.32	0.85		2.37	0.70		2.39	0.72		0.51
<b>Future marriage plans</b>													1.95
Get married			80			68			85			70	
Single			20			20			7			13	
unsure						12			8			17	
<b>Starting work 2013</b>													0.51
Yes			13			18			15			12	
No			87			82			85			88	
<b>Mother employment</b>												52	0.95
Yes			61			62			64			46	
No			39			38			36				
<b>Mother coping W and F</b>													1.23
Coped			93			94			85			92	
not cope						5			11			4	
unsure			7			1			4			4	
<b>Father employment</b>													1.39
Yes			88			88			85			82	
no						7			4			8	
No father figure			12			5			11			10	
<b>Father coping Wand F</b>													0.15
Coped			67			67			69			73	
not cope			12			14			12			9	
unsure			21			19			19			18	



**Life role salience profiles differences based on anticipated work-family conflict and anticipated family-work enrichment**

*Proposition 4* states that the life role salience profiles significantly differ based on their levels of anticipated work-family conflict and anticipated work-family enrichment. To test this proposition a MANOVA was performed with the group of profiles as the IV and anticipated work-family conflict, anticipated work-family enrichment and anticipated family-work enrichment as the dependent variables. The overall MANOVA model indicated significant differences between the profiles, Wilks  $\lambda = 0.892$ ,  $F(9, 830.055) = 4.44$ ,  $p < .00001$ ,  $\eta^2 = 0.05$ . Follow up ANOVA's were performed, Table 16 indicates ANOVA results. Anticipated work-family conflict was not significant and therefore there were not significant differences between the four life role salience profiles. The ANOVA's for anticipated work-family enrichment and anticipated family-work enrichment were significant and therefore there are significant differences between the four profiles. Post-hoc analyses using the Scheffe pair method were performed. The post-hoc tests revealed that there were significant differences between profile A and D based on their anticipated work-family enrichment levels ( $p < .0001$ ). Profile B ( $p < .05$ ) and profile D ( $p < .0001$ ) were significantly different from profile A based on their anticipated family-work enrichment.

These results indicate that there was no significant difference between the life role salience profiles and the members anticipated work-family conflict. Therefore *proposition 6(a)* is rejected. However, based on the results for anticipated work-family enrichment and anticipated family-work enrichment *proposition 6(b)* is accepted. There are significant differences between the life role salience profiles and the members anticipated work-family and family-work enrichment.

**Table 16.** *Profile differences based on anticipated work-family conflict, anticipated work-family and family-work enrichment*

Subscale	Profile A High work, high family (N = 67 )		Profile B High work, low family (N = 98)		Profile C High family, low work (N = 88 )		Profile D Low work, low family (N = 161)		F(9,830.055)
	M	SD	M	SD	M	SD	M	SD	
AWFC	2.90	0.85	2.82	0.86	2.95	0.70	2.79	0.71	1.01
AWFE	3.04	1.10	2.82	0.94	2.68	0.68	2.53	0.59	6.58**
AFWE	3.33	1.17	2.90	0.91	2.92	0.87	2.59	0.69	9.95***

\* $p < .001$ , \*\* $p < .00001$

### Hierarchical regression analysis

Prior to the regression analysis the assumptions of normality and multicollinearity were satisfied (Hair et al., 2006). All the variables included in the regression analysis were normally distributed. The data was analysed and outliers were removed. Tolerance levels were assessed; the levels indicated that multicollinearity within the models was not present.

To investigate the predictive relationship between work-and-family role salience and anticipated work-family interface over and above the influence of individual disposition, family related variables, general self-efficacy and gender a hierarchical multiple regression analyses was conducted. The four step analysis investigated anticipated work-family conflict, anticipated work-family and family-work enrichment as the dependant variables in three separate analyses. The first step controlled for gender and positive and negative affect. These control variables were included in step one to identify whether they explained any of the variance before additional variables were included. Based on previous findings, the second step included mothers' and fathers' employment history and their perceptions of their parents' ability to cope with work-and-family demands as these have been significantly related to the anticipated work-family conflict. At step three general self-efficacy was included as there has been

evidence that GSE is a moderator and has a direct influence on anticipated work-family interface. The fourth step included the role salience variables. This would assess whether LRS profile B (high work role salience and low family role salience) and LRS Profile C (Low work role salience and high family role salience) explained significant variance across the dependent variables.

The hierarchical regress analysis where anticipated work-family conflict was the dependent variable indicated that the regression model was not significant  $F(3,266) = .96, p > .41$  (n.s). The predictor variables did not explain significant variance in anticipated work-family conflict at any stage throughout the analysis. This indicates that gender, disposition, family variable, general self-efficacy and role salience do not explain significant variance in anticipated work-family conflict. Therefore *propositions 7a, 8a, 9a, 10a, 11a and 12a* were not supported.

For anticipated work-family and family-work enrichment the hierarchical regression analysis is presented in table 17. The regression equation predicting anticipated work-family enrichment explained 8.1% of the variance in the outcome variable  $F(10,257) = 3.35, p < .001$ . General self-efficacy was the only independent variable that indicated a significant variance in work-family enrichment (Beta = .06,  $p < .0001$ ). *General self-efficacy* explained 11.5% of the variance in work-family enrichment over and above gender, parental influence and positive and negative affect. The regression equation predicting anticipated family-work enrichment explained 17.1% of the variance in the outcome variable. In Step 1, *Positive affect* was a significant predictor of anticipated family-work enrichment (Beta = .14,  $p = .03$ ). In step 2, family related variables were included in the model. *Fathers employment history* (Beta = -.13,  $p = .04$ ) emerged as significant predictors of the outcome variable. However, the stepwise summary indicated that the explained variance was 1.4% and not significant ( $p = .29$ ). In step 3, general self-efficacy was added to the model. As seen in work-family enrichment, *general self-efficacy* emerged as a significant predictor of anticipated family-work

enrichment (Beta = .42,  $p < .001$ ) and explained 16.9% of the variance in anticipated family-work enrichment ( $\Delta R^2 = .16$ ,  $p < .0001$ ). In step 4, LRS profile B (high work role salience; low family role salience) and Profile C (low work role salience; high family role salience) were included in the model. The stepwise regression analysis indicates that work-and-family role salience does not significantly predict variance in anticipated family-work enrichment over and above gender, disposition, parental influence and general self-efficacy.

The hierarchal regression analysis indicates that *proposition 7b* was not supported. High work role salience and high family role salience do not explain significant variance in anticipated work-family enrichment or anticipated family-work enrichment. Conversely, there was strong support for *Proposition 8b*; general self-efficacy does explain significant variance in work-family enrichment and anticipated family-work enrichment. Similarly, *proposition 9b* was also supported based on fathers' employment history and anticipated family-work enrichment. Although mothers' and fathers' employment history did not explain significant variance in work-family enrichment. Young adults' perceptions of their parents' ability to cope with the demands of work-and-family roles did not explain significant variance in anticipated work-family or family-work enrichment, therefore *proposition 10 a and b* were not supported. Both positive and negative affectivity did not explain significant variance in work-family enrichment. Although a weak relationship, positive affect emerged as a significant predictor of anticipated family-work enrichment.

**Table 17.** Hierarchical regression analysis for anticipated work-family and family-work enrichment

Independent variables	Anticipated W – F enrichment (N = 269)				Anticipated F – W enrichment (N = 268)			
	Step 1 $\beta$	Step 2 $\beta$	Step 3 $\beta$	Step 4 $\beta$	Step 1 $\beta$	Step 2 $\beta$	Step 3 $\beta$	Step 4 $\beta$
<b>Step 1: Gender and PA &amp; NA</b>								
Gender	.02	.01	.05	.05	-.022	-.035	.019	.015
Positive affect	.02	.03	-.07	-.08	<b>.137*</b>	<b>.140*</b>	.005	.014
Negative affect	.060	.05	.04	.04	.078	.083	.063	.070
<b>Step 2: Parental influence</b>								
Mothers employment history		-.07	-.07	-.07		-.001	-.011	-.007
Perception that mother coped with WF demands		.08	.06	.06		.030	.005	-.005
Fathers employment history						-		
		-.06	-.06	-.06		<b>.130*</b>	<b>-.121*</b>	<b>-.115*</b>
Perception that father coped with WF demands		.07	.03	.03		.024	-.025	-.023
<b>Step 3: Perception of abilities</b>								
General self-efficacy			<b>.06**</b>	<b>.32**</b>			<b>.424**</b>	<b>.427**</b>
<b>Step 4: Life role salience</b>								
High work role salience (Profile B)				.03				.003
High family role salience (Profile C)				.01				.087
<b>R<sup>2</sup></b>	.01	.03	<b>.12***</b>	<b>.12***</b>	.021	.040	<b>.194***</b>	<b>.202***</b>
<b>Adjusted R<sup>2</sup></b>	-.01	.00	<b>.09***</b>	<b>.08***</b>	.010	.014	<b>.169***</b>	<b>.171***</b>
<b><math>\Delta R^2</math></b>		.02	<b>.09***</b>	.00		.018	<b>.155***</b>	.007

Note.  $\beta$  = Beta standardised coefficient. N = total sample after case wise deletion. \* $p < .05$ , \*\* $P < .0001$ , \*\*\* $p < .00001$

### **Final note**

The results of this study confirmed that young adults' attributed importance to future life roles can be clustered into four distinct life role salience profiles. The ANOVA analysis indicated that these profiles have significantly different characteristics. Exploratory factor analysis provided evidence that the anticipated work-family conflict and anticipated work-family enrichment constructs were distinctly different. However, the dimensionality of the scales was not supported. Hierarchical regression analysis indicated that positive affect explained a small percentage of variance in anticipated family-work enrichment and that general self-efficacy was a significant and robust predictor of anticipated work-family and family-work enrichment over and above gender, mothers and fathers employment history, positive and negative affect and life role salience. Table 18 provides a summary of the main findings of this study with reference to the propositions presented in the literature review.

**Table 18.** Result summary

<b>Proposition</b>	<b>Data Analysis Technique</b>	<b>Level of Support</b>
<i>Proposition 1 There are no gender differences in attributed importance to future work-and-family roles.</i>	Independent samples t-test	Supported
<i>Proposition 2a. No significant variance is explained across gender in anticipated work- family conflict.</i>	Hierarchical regression	Supported
<i>Proposition 2b. No significant variance is explained across gender in anticipated work-family enrichment.</i>	Hierarchical regression	Supported
<i>Proposition 3 The anticipated work-to-family interface is characterized by four dimensions:</i> <i>a) Conflict arising from work-to-family or conflict arising from family-to-work</i> <i>b) Enrichment arising from work-to-family or enrichment arising from family-to-work.</i>	Reliability Exploratory factor analysis	Not Supported Supported
<i>Proposition 4 Four distinct life role salience profiles will emerge according to attributed importance to future work-and-family roles.</i>	Cluster analysis	Supported
<i>Proposition 5 Each life role salience profile will differ significantly across individual and family related variables</i>	MANOVA ANOVA	Supported
<i>Proposition 6 Each life role salience profile will differ significantly across individual and family related variables</i>	MANOVA ANOVA	Supported
<i>Proposition 7a High work role salience and low family role salience explain significant variance in anticipated work-family conflict</i>	Hierarchical regression	Not supported
<i>Proposition 7b: High family role salience and low work role salience explain significant variance in anticipated work-family enrichment</i>	Hierarchical regression	Not supported
<i>Proposition 8a General self-efficacy explains significant variance in students' anticipated work-family conflict</i>	Hierarchical regression	Not supported
<i>Proposition 8b: General self-efficacy explains significant variance in students' anticipated work-family enrichment.</i>	Hierarchical regression	Supported
<i>Proposition 9a: Mothers and fathers employment status during adolescence explains significant variance in students' anticipated work-family conflict</i>	Hierarchical regression	Not supported
<i>Proposition 9b: Mothers and fathers employment status during adolescence explains significant variance in students' anticipated work-family enrichment</i>	Hierarchical regression	Not supported

<i>Proposition 10a: Young adults' positive perceptions of their parents balancing work-and-family roles will explain significant variance in students' anticipated work-family conflict</i>	Hierarchical regression	Not supported
<i>Proposition 10b: Young adults' positive perceptions of their parents balancing work-and-family roles will explain significant variance in students' anticipated work-family enrichment</i>	Hierarchical regression	Not supported
<i>Proposition 11: Negative affect explains significant variance in anticipated work-family conflict</i>	Hierarchical regression	Not supported
<i>Proposition 11b: Negative affect explains significant variance in anticipated work-family enrichment</i>	Hierarchical regression	Not supported
<i>Proposition 12a: Positive affect explains significant variance in anticipated work-family conflict</i>	Hierarchical regression	Not supported
<i>Proposition 12b: Positive affect explains significant variance in anticipated work-family enrichment</i>	Hierarchical regression	Supported



## **CHAPTER FIVE: DISCUSSION**

The aim of this research was to gain insight into young adults' expectations around the work-and-family interface. The study utilised the life role salience construct to determine how young adults attributed importance to their future life roles, and the impact this has on their expectations. The chapter will review and discuss the main findings in relation to the propositions presented in Chapter one. Suggestions for future research are presented.

The findings of the study have contributed to research in the following ways: The psychometric properties of the life role salience construct were assessed based on a South African sample. Directionality and dimensionality of the anticipated work-family interface was tested. Gender differences were assessed based on levels of work-and-family role salience. Life role salience profiles were analysed indicating distinct differences between the profiles. Lastly, the study determined antecedents of the anticipated work-family interface.

### **Nature of Life role salience**

Four distinct life role salience factors emerged from the EFA on the 40 item life role salience scale. These factors represent the four life roles without differentiating between the commitment and value dimensions. Following recommended protocols an iterative process was conducted on the scales (Burns & Burns, 2008). The factorial validity of the life role salience scale was not supported within the study. The initial EFA analysis showed that there were low item loadings and significant cross-loadings between the items relating to the family, spouse and home roles, indicating that the sample did not strongly differentiate between roles (see Appendix C for a list of the initial item-loadings). Watson and Stead (1991) obtained a similar set of results in their

study of South African students work role salience. They reported that they could not conduct a factor analysis as the squared multiple correlations were too low. These findings are contrary to those of Amatea et al. (1986) who reported high factor loadings during the development of the scale. In addition, the internal reliability analysis for the four role scale revealed a low internal consistency (see Appendix E for initial life role salience scale reliability). These also differed from Amatea et al. (1986) who reported Cronbach alphas between .83 and .94. On the other hand the results were similar to a recent study by Bosch, de Bruin, Kgaladi and de Bruin (2012), conducted on a sample of dual-earner South African couples. Bosch et al. (2012) found that the life role salience scale also revealed low reliabilities for the four life roles (marriage role value ( $\alpha = .77$ ) and marriage role commitment ( $\alpha = .52$ ), family role value ( $\alpha = .44$ ) and family role commitment ( $\alpha = .67$ ), home role value ( $\alpha = .75$ ) and home role commitment ( $\alpha = .71$ ) and work role value ( $\alpha = .54$ ) and work role commitment ( $\alpha = .60$ )). Various studies that have researched the life roles salience construct have not reported the factor analysis results or the reliabilities, and therefore a comparison could not be made (Rajadhyaksha & Bhatnagar, 2000; Cinamon & Rich, 2002a; Cinamon, Most & Michael, 2008; Cinamon, 2010). This indicates that life role salience should be viewed within a cultural context as this may influence how the sample defines these life roles (Niles & Goodnough, 1996).

### **Nature of anticipated work-to-family interface**

#### ***Anticipated work-family conflict***

The proposal that the anticipated work-family conflict construct was bi-directional was not supported. The results from the exploratory factor analysis revealed that the sample did not differentiate between the directions as well as the dimensions of time and strain-based anticipated work-family conflict (see Appendix D, for the initial factor loadings). An iterative process was used to remove the items that were cross loading or

had low factor loadings. Through this process multiple combinations were assessed as the scale indicated multiple items that had large cross-loadings. In addition the reliability of the family-to-work dimension was low and therefore this dimension was removed and only the work-family dimension was utilised. This result was found in previous research (Barnett et al, 2003; Cinamon, 2008; Gaffey & Rottinghaus, 2009). Previous studies presumed that young adults do not yet have the ability to differentiate between the dimensions within each role and therefore have made use of a uni-dimensional anticipated work-family conflict scale (Barnett et al., 2003) and those that have reported on both directions have not included the factor analysis or reliability in order to make a comparison. Gaffey and Rottinghaus (2009) found that students differentiate between the directions of time-based anticipated work-family conflict but only the dimensions of strain and behaviour-based work-family conflict.

Westring and Ryan (2011) performed a confirmatory factor analysis of anticipated work-family conflict and the best model fit included the dimensions and the directions of the anticipated work-family conflict scale and each dimension had an acceptable reliability of above .70 (Hair et al., 2006). In this study the reliability indicated that the internal consistency of the original scale was low (see Appendix E for initial anticipated work-family conflict item-total correlations). Respondents within this study did not differentiate between the directions or the dimensions of anticipated work-family conflict. This could be due to the variation of scales that were used and the differences between their adaptations. In addition, the cultural differences between the samples could have an effect on young adults' expectations of these future roles. Alternatively, in line with Barnett et al. (2003), young adults are too young to differentiate between the various types of conflict that may arise between their future life roles.

***Anticipated work-family enrichment***

This study found support for the bi-directionality of the work-family enrichment construct (work-family and family-work) however, the exploratory factor analysis revealed two underlying factors that indicate the directions of the construct. The respondents did not differentiate between the different dimensions of anticipated work-family and family-work enrichment (see Appendix D, for initial factor loadings). Through an iterative process, items that had significant cross loadings were removed until the scales' items loaded satisfactorily on both factors. A confirmatory factor analysis showed that the best model fit included items from the dimensions. The internal consistency of the dimensions was unsatisfactory as low item-total correlations were found (see Appendix E, for item-total correlations). Removing these items would have left the dimensions of the scales with two items or less, which was not satisfactory (Burns & Burns, 2008).

The results indicate that young adults identify that the resources developed in the work role can benefit the family role and that resources developed or acquired in the family role can benefit the work role, although they do not yet identify the types of resources that could be developed. This is understandable as young adults have no experience of the behaviours within these roles - the findings are merely expectations. This finding is similar to Cinamon, Most and Michael's (2008) study that found that young adults differentiated between the directions of the anticipated work-family facilitation construct.

As young adults are experiencing a time of exploration and identity formation it could be assumed that recognising the unique antecedents and outcomes from each role may only be developed over time through actual behaviours (Arnett, 2000; Cinamon, Most & Michael, 2008).

### **Distinction and levels of anticipated work-family enrichment and anticipated work-family conflict**

The results indicate that the constructs of anticipated work-family conflict and work-family enrichment are distinct and independent as there was no relationship between anticipated work-family conflict and anticipated family-work enrichment and only a weak negative relationship between anticipated work-family conflict and work-family enrichment ( $r = -.127, p < .05$ ). This is consistent with current research (Greenhaus & Powell, 2006; Cinamon, Most, & Michael, 2008) indicating that these two constructs are conceptually distinct and do not lie along a continuum (Chen & Powell, 2012; Cinamon, Most, & Michael, 2008).

Furthermore, respondents indicated similar levels of anticipated work-family conflict ( $M = 2.850; SD = .770$ ) and work-family enrichment ( $M = 2.865; SD = .830$ ) which were just below the mid-point on the scale. This reflects that the sample has a slightly low level of concern for the conflicting demands of multiple roles as well as for the enrichment resources potentially gained through multiples roles. Furthermore, their levels of anticipated family-work enrichment were slightly lower ( $M = 2.718; SD = .916$ ) than their levels of work-family enrichment. This indicates that participants anticipated that their involvement in the family role would provide more enrichment to the work role than vice versa. Cinamon, Most and Michael (2008) found the same results within their sample. This could be attributed to SCCT where young adults base their expectations on their own observations of family roles during adolescents. As they lack experience of the work role, they can more easily identify with the family role through observing their parents' behaviour, which has enabled them to have a better understanding of the family role than the work role.

### **Gender differences and attributed importance to future work-and-family life roles**

As gender-role equalities and the world of work continue to change, it remains apparent that young adults specifically continue to attribute high importance to both their future family and work roles (Cinamon and Rich, 2002b). Based on recent research, *proposition 1* - that there are no significant differences between males and females regarding future work-and-family role salience - was supported. This finding is important as it indicates that both males and females within this study continue to aspire to hold both work-and-family roles, indicating a more equal view of gender roles. If a student's attribution of salience to these future roles becomes a reality, the future world of work will continue to be more representative of female participation and increasingly family-role responsibilities will be more equally distributed between mothers and fathers (Bu & McKeen, 2000). These results echo those obtained by Friedman and Weissbrod (2005), Tinklin et al. (2005), Gaffey and Rottinghaus (2009) and Hartung and Rogers (2011) who all indicated that there are no gender differences on attributed importance to future roles.

There is limited research on young adults' intentions to start a family. Research among students in the USA found that having highly salient work roles relates to a decrease in family plans and a delay in childrearing (Kirkpatrick-Johnson et al., 2001). The converse was found within this study. The majority of young adults with relatively high work role salience ( $M = 3.26$ ;  $SD = 0.93$ ) plan on getting married and having children. In addition, the sample also indicates a high family role salience ( $M = 3.35$ ;  $SD = 0.96$ ) with the majority expecting to have two children by the age of 30. This is similar to Bu and McKeen (2000), who found that among a Chinese student sample, young adults have high work role salience but also expect to get married and have a family. Through legislation and global influence, gender-role equality is becoming more prevalent and

widely accepted. However, tradition and culture still remain influential and may account for high role salience towards work-and-family roles (Watson & Stead, 1991). An alternative explanation is that most young adults are growing up with dual-earner parents who may influence young adults' role salience and aspirations. This is based on SCCT, which indicates that young adults tend to form attitudes based on the behaviours of their parents (Basuil & Casper, 2012).

### **Life role salience profiles of young adults**

As proposed, the results from the cluster analysis show that the sample of young adults can be grouped into four life role salience profiles according to their attributed importance to future work-and-family roles. The four profiles were each distinct and independent. These results are similar to Cinamon, Most and Michael (2008) and Cinamon's (2010) study where the same four profiles emerged within a sample of Israeli university students, but contrary to adult samples where only three profiles emerged (Cinamon, 2006). The fourth profile not identified in adults indicates relatively low importance attributed to both work-and-family roles in comparison to other samples. This is understandable as university students are still in the transitional phase and may only attribute importance to a role when they are involved in it or when they are reaching the point of entry into the world of work that necessitates decision-making about role commitments (Arnett, 2000; Super & Nevill, 1984).

Hartung and Rogers (2011) found that age and time spent at university had a significant impact on role salience based on work readiness and career maturity (Creed & Patton, 2003; Nevill & Super, 1988). Therefore, we would assume that those students who are older or entering the world of work would already have committed to future roles and/or made decision and plans for these future roles. In this study 85.54% of the students were not going to enter into the world of work in the year following the study. This could account for the most dominant sample being Profile D (low salience to both

future work-and-family roles). The profile with the next highest number of members was Profile B. Members of this profile showed high work role salience and low family role salience. Members of Profile C had high family role salience and low work role salience. The profile with the least members was Profile A whereby the members attributed high salience to both the work-and-family role. This pattern is contrary to Cinamon's (2010), study as Profile A (dual high role salience) emerged as the dominant profile followed by Profile D (dual low role salience). This could be explained by the age and maturity of the sample. Cinamon's (2010) study was conducted amongst a sample of Israeli students, as it is mandatory for youth in Israel to go to the army for one to two years, and so they are much older when they enter university. In contrast to young adults who transition straight from school to university, Israeli young adults' years spent in the army could increase their career and family-planning development stages.

### **Profile characteristics**

#### ***Profile A (high work role salience; high family role salience)***

Members of Profile A had high levels of anticipated work-family enrichment, anticipated family-work enrichment, general self-efficacy and positive affect. This indicates that the members of this profile are willing to invest time and resources in both work-and-family roles. The members' levels of work-family enrichment are higher than their levels of anticipated work-family conflict. This indicates that they anticipated that these roles would provide positive enrichment through resource acquisition. However the members indicate that F-WE is stronger than W-FE, which indicates that the family role will provide greater resources to benefit the work role than vice versa. In addition, the members of Profile A's positive affect was also very high. A high positive disposition creates alignment with their high work-family enrichment levels (Westring & Ryan, 2011). High attribution to both roles and self-belief in being able to handle challenges show that these cohorts of students consider that they are able to "have it all". In



addition, this profile also attributed high salience to additional life roles of marriage and creating a home.

***Profile B (high work role salience; low family role salience)***

The members of Profile B attribute high importance to their future work roles while placing low levels of salience to their future family role. This cohort is therefore committed to investing resources to develop their future careers. The members also had high levels of GSE and PA. This ties into the high anticipated work-family enrichment score that this profile's members exhibited. This is contrary to Cinamon's (2010) study as she found that those who attributed high salience to the work role anticipated high levels of WFC. She discusses that these findings may be due to limited resources that are invested into the work role. However, within this study, students may define salience in a different way and view the relationship of work as creating resources that are beneficial to the family role. Furthermore, this could explain the low anticipated family-work enrichment as this profile places low salience on the family role; they do not view it as enriching the work role and therefore would rather commit and invest in the work role to benefit the family role. In addition, marriage salience and home salience were low. This indicates that the work role is central to this cohort of students.

***Profile C (high family role salience; low work role salience)***

The members of Profile C had high family role salience and low work role salience. Although they have a high positive affect their self-efficacy was relatively lower than that of Profile A. They display high anticipated family-work enrichment, indicating that the value and investment of resources within the family role is expected to benefit the work role. Furthermore, the low commitment and value placed on the work role could be attributed to the low work-family enrichment and relatively higher anticipated work-family conflict. This indicates that this profile expects the work role to conflict with the demands of the family more than create positive enrichment towards it. Those in Profile C had a high level of home role salience with a lower level of marriage role salience. This

indicates that the home and family are viewed as important future roles with work and marriage are seen as secondary.

***Profile D (low work role salience; low family role salience)***

Profile D was the largest profile with 161 members. The members of this profile attributed low role salience to both their future work-and-family roles. Therefore, the members of Profile D have not yet made either decisions or commitments to their future work-and-family roles. Due to the young age of the sample and the majority not entering the world of work in the near future, it is plausible that they may have not yet made decisions around these future roles. In addition, this profile displayed the lowest levels of self-efficacy relative to Profile A. Basuil and Casper (2012) found that low levels of self-efficacy are related to low multiple role planning or commitment to investigating the realities of future roles. The low levels of self-efficacy could explain the slightly higher levels of anticipated work-family conflict over anticipated work-family and family-work enrichment. Low self-efficacy indicates a low self-belief in one's ability; therefore involvement in multiple roles may seem daunting and will lead to the anticipation of conflict between these roles (Peake & Harris, 2003). This is also evident as they had low level of marriage role salience and home role salience.

***Differences based on future family expectations***

There were significant differences across future plans to have children based on the attributed importance to the family role. The ANOVA revealed differences across the profiles based on the age they expect to start a family however, through a closer and more conservative inspection the post hoc test revealed no significant differences. A significant difference was found between Profile A and Profile D based on the number of children they expect to have. Profile A expects to have closer to 4 children while Profile D expects to have on average 2.6 children. As Profile A places great importance on family it is reasonable that they would expect to have a bigger family. However, it is interesting to note that although Profile D has a low family role salience, this does not

indicate the expectation of not having a family. This cohort chooses to have a smaller family thereby reducing the resources invested in the family role. Cinamon's (2010) study found significant differences across the profile based on the desired number of children. However, the number of children expected was lower for Profile A, who expected to have on average 3 children and higher for Profile D, who expected to have 2.7.

### **Life role salience and anticipated work-family interface**

A hierarchical regression analysis was conducted to identify whether there was a predictive relationship between work-and-family role salience and the anticipated work-family interface, whilst controlling for other variables that were considered to affect the variables. These variables were gender, positive affect, negative affect, general self-efficacy, parents' employment history and young adults' perceptions of whether their parents coped with the demands from their work-and-family roles.

The results indicate that high levels of work role salience and high levels of family role salience were not predictive of anticipated work-family conflict over and above the control variables. This finding is similar to Biggs and Brough (2005) who found no direct relationship between family role salience and university-to-family conflict. There are similarities and differences between these results and Westring and Ryan's (2009) and Cinamon and Rich's (2002a) studies. Both studies found that family role salience did not explain any variance in anticipated work-family conflict and WFC respectively. However, Westring and Ryan (2009) found that family role salience did not relate to any of the dimensions or directions of anticipated work-family conflict. Rather, work role salience related to strain-based WFC and all three dimensions of AFWC. Cinamon and Rich (2002a) looked at WFC among a sample of working adults, and found that family salience explained a small percentage (2%) of the variance in WFC but no relationship between work role salience and WFC or FWC. The differences in the results indicate that

there are differences between young adults' perceptions of the interaction between their salient future life roles. This influence of experience and actual behaviour may change these views.

Recommendations from numerous researchers indicate the proposition that life role salience and the interaction between life roles is related (Biggs & Brough, 2005; Greenhaus & Beutell, 1985, Cinamon, 2010). Therefore the result that life role salience is not a significant predictor of the anticipated work-family conflict is noteworthy and does not support *Proposition 7a and b*. It is evident that within this sample, attributed importance to life roles has not had an influence on the samples' expectations of how these roles will relate to each other in the future. Furthermore, the hierarchical regression indicated that there was no predictive relationship between any of the variables that were proposed to have an impact.

Gender did not explain any variance in anticipated work-family conflict this confirms *Proposition 2a*. This finding is supported by previous literature and explains that both males and females within the sample view the roles as equally demanding (Barnett et al., 2003; Biggs & Brough, 2005). This signifies that expectations of multiple role involvement are prevalent within the sample.

Positive affect did not explain significant variance in anticipated work-family conflict, therefore *Proposition 13a* is not confirmed. This is similar to Westring and Ryan's (2009) findings that positive core self-evaluations, defined as a broad construct measuring positive disposition, were not related to anticipated work-family conflict. This is contrary to Allen et al. (2012) and McNall and Michel (2011) who found that positive affect and positive core self-evaluations were negatively related to WFC. Negative affect did not explain significant variance in anticipated work-family conflict and therefore *Proposition 11a* was not confirmed. Similarly, Barnett et al. (2003) found that negative affectivity did not explain any variance in anticipated career-marriage conflict. This result is surprising

as propensity to expect negative outcomes has been found to be a robust predictor across the dimensions of WFC (Allen et al., 2012). The results may be due to the lack of experience or understanding of the demands that the roles may encompass. General self-efficacy did not explain significant variance in anticipated work-family conflict. Therefore *Proposition 8a* is not confirmed. These results differ from Cinamon's (2006) findings among a sample of Israel students' where self-efficacy to manage work-family conflict was negatively related to anticipated work-family conflict.

Parents' employment history and young adults' perceptions of whether their parents coped with work-and-family demands did not explain significant variance in anticipated work-family conflict and therefore *Propositions 9a and 10a* were not supported. This is contrary to the findings of Weer et al. (2006) and Barnett et al. (2003) that mothers' employment history was a significant predictor of anticipated work-family conflict; however, the percentage was small (perception of fathers' employment was not measured and therefore a comparison cannot be made). This indicates that the observations of young adults' parents' ability to cope with the pressures of work-and-family role demands did not influence their anticipated work-family conflict. Therefore, external variables such as career choice, university grades, work readiness, family decision relatedness and/or life experiences could account for the students' anticipated work-family conflict (Greenhaus & Powell, 2012; McNall & Michel, 2011).

### **Life role salience and anticipated work-family enrichment**

Due to limited research on the positive expectations young adults may have of these future salient roles, this study aimed to extend the theoretical knowledge between these constructs. The hierarchical regression was conducted to determine the antecedents of work-family enrichment and further our understanding of the

relationships. The same variables that were investigated for anticipated work-family conflict were used in order to determine if a predictive relationship existed.

The results indicate that high levels of work role salience were not predictive of work-family or anticipated family-work enrichment over and above gender, disposition, and parental variables. Similarly, high levels of family role salience were not predictive of anticipated work-family or family-work enrichment. This is similar to Cinamon, Most and Michael (2008) who found that family role salience and work role salience was not predictive of anticipated work-family facilitation. As there is limited research within this area a comparison cannot be made. However, the results are surprising as research on work-family enrichment has shown that role salience is one of the main predictors of the work-family interface (Frone, 2003). In addition, Carlson et al. (2006) and Greenhaus and Powell (2006) found that role salience was not a direct predictor but a moderating variable of work-family enrichment. The differences between the anticipated work-family enrichment and work-family enrichment could be due to actual behaviours, commitment and knowledge to these future roles, whereby a more accurate understanding of the predictive relationship could be assessed. The results reveal that role salience does not relate to expectations of the work-family interface.

There was no predictive relationship between gender and anticipated work-family and family-work enrichment. Therefore there was support for *Proposition 2b*. This reveals that gender does not influence young adults' expectations of how their future life roles will interact. This further reinforces the changes in young adults' mind-sets with regards to gender-role equality.

Positive affect did not explain significant variance in anticipated work-family enrichment, which indicates that a positive disposition does not influence the expectation that the work role will provide enrichment for the family role. However, positive affect was predictive of anticipated family-work enrichment thereby revealing

that having a positive disposition relates to expectations that the family role will create enrichment for the work role. Michel, Clark and Jaramillo (2011) and Aryee (2006) found similar results: positive personality traits were found to be significant predictors of work-family facilitation. The familiarity with the family-role demands and the resources acquired within this role could explain why positive affect only predicts anticipated family-work enrichment and not work-family enrichment among young adults within this sample. Negative affect did not explain significant variance in anticipated work-family enrichment therefore *Proposition 11b* was not confirmed.

General self-efficacy significantly and substantially predicts anticipated work-family and family-work enrichment over and above gender, positive and negative affect and parental variables, thus confirming *Proposition 8b*. Therefore, an increase in one's general abilities to overcome challenges that are presented explains significant variance in young adult's positive expectations around the work-family interface. Although no studies to date, have measured the direct predictive relationship between general self-efficacy and anticipated work-family or family-work enrichment there is a strong theoretical base to support these results. For example, high levels of self-efficacy relate to young adults' willingness to integrate future roles (Cinamon, 2006), commitment to, overcoming challenges (Westring & Ryan, 2009) and a greater knowledge of, commitment to and planning for multiple role demands (Basuil & Casper, 2012). This indicates that those with high self-efficacy will not feel inhibited about multiple role involvement.

Parent's employment history and perceptions of parents coping with the demands of work-and-family did not explain significant variance in anticipated work-family enrichment. Therefore *Propositions 9b and 10b* were not confirmed. In terms of anticipated family-work enrichment, fathers' employment history explained significant variance. However, the strength of the findings was very weak. The sample indicated that 86% of their fathers worked during adolescence, which could show that as fathers

dedicate more time to the work role and are less present during young adults' upbringing, so children associate this with less enrichment from the family role to the work role.

### **Suggestions for future research**

Although this study contributes to the literature on the life role salience construct and the anticipated work-family interface, certain limitations should be addressed in future research.

A longitudinal study is suggested for future research to obtain an understanding of causality among the variables. The cross-sectional nature of the study, measuring expectations of university students at one point in time, limited causal inferences to be made. A longitudinal study would extend research on the changes in attributed importance to life roles and the anticipated work-family interface by looking at changes over young adults' development in age, university career, career maturity and work readiness.

Development of a life role salience scale that is valid and reliable among a diverse South African sample will benefit research within this area. In addition, making use of a validated anticipated work-family conflict scale that is specific to young adults' perceptions of future roles will allow for greater comparison across studies with less diversity based on adaptations of WFC scales. This study found low reliabilities for the life role salience scale and the anticipated work-family conflict constructs. Through an iterative process the scales were reduced until the internal reliability was satisfactory. Due to the reduction of the scales, the dimensions of life role salience and the directions of anticipated work-family conflict were not included.

Future research should use multiple methods to gain a greater understanding of gender-role differences and to clarify how young adults from various cultural backgrounds



define salient roles and their expectations around these roles. This study made use of self-report questionnaires to collect quantitative data. This could have increased the likelihood of mono-method bias. As perceptions were measured on a scale, thereby limiting the response categories, a deeper understanding of the expectations and diversity of the sample could not be obtained. Friedman and Weissbrod (2005) reviewed studies that had adopted qualitative or quantitative methods to collect data with regard to gender differences and work-to-family commitment and found contradictions between the results. Those that used quantitative methods found no differences across gender whereas those that used qualitative did.

Replication of the study across South African samples would support and allow for comparison with these preliminary results and thereby not limit the generalisability of the findings. The findings from this study cannot be generalised due to the use of a single sample of university students. Furthermore, conducting future research on samples of young adults who have chosen to enter the workforce and not pursue tertiary education will allow for a comparison to be made, thereby extending the literature on the anticipated work-family interface.

Further investigation into the direct or moderating effects young adults' self-efficacy has on their attribution of importance to life roles and role pursuit, as well as their expectations around future role involvement, is required to broaden our knowledge of the influence this variable may have on young adults' career development. In this study general self-efficacy emerged as a significant predictor across the life role salience profiles. In addition, it was a significant predictor of anticipated work-family and family-work enrichment.

## **Contributions of the study**

### **Theoretical contributions**

This study is one of a limited number that have empirically investigated life role salience and its effects on anticipated work-family interface. In addition, it is the first study to measure anticipated work-family enrichment of young adults. The findings of this study contribute to the literature on anticipated work-and-family roles in a number of important ways.

First, despite suggestions in the literature that life role salience helps predict anticipated work-family interface, this was not supported by the findings of this study. The importance attributed to future life roles did not predict expectations about the positive or negative involvement in multiple roles. Given the limited literature on the anticipated work-family interface, especially anticipated work-family enrichment, these findings help extend our understanding of the antecedents of anticipated work-family and family-work enrichment.

The most robust predictor that emerged was general self-efficacy indicating that a young adult's self-concept may have a greater impact on their future expectations regarding the interaction of these life roles than any other variables.

Second, the findings contribute to a clearer understanding of how South African students attribute importance to different future life roles. As previously mentioned four distinct life role salience profiles emerged. These profiles allow more nuanced comparisons to be made among students (in terms of attitudes, characteristics and preferences) and enable researchers to measure trends and changes across these life role salience profiles.

Third, psychometric analysis of the life role salience scale has extended the limited research on LRS within the South African context and highlighted several weaknesses with the current scale. Similarly, the psychometric analysis of the anticipated work-family interface helps understand the way students view these life roles.

Last, the findings provide interesting information regarding students' role centrality and role aspirations for the future. Males and females did not differ on their attributed importance to future work-and-family roles. In addition, gender did not explain significant variance in work-and-family expectations. There was no significant difference between males and females regarding their role aspirations to partake in work-and-family or their expectations of the future interaction between their work-and-family roles. This reveals young adults' increasing expectations of "having it all" in terms of marriage, family and a career across gender.

### **Practical contributions**

The findings of this study have several practical implications of particular interest to both vocational counsellors and organisations. Traditional careers, characterised by one job for life and upward mobility, are being challenged by more mobile and perpetually changing careers (Savickas, 1997). These changes encourage individuals to control their career progression as well as to expect more flexibility around work-and-family roles. To assist young adults with their multiple-role planning it is important to develop an understanding of how important they consider their roles to be. This will enable the counsellor to understand the various attitudes and preferences associated with the levels of attributed importance based on the life role salience profiles. Greater awareness about the antecedents of the anticipated work-family interface allows counsellors to develop career programmes that either seek to develop low self-efficacy (to combat high levels of anticipated work-family conflict) or to direct the students toward gathering more information to plan more carefully for their future involvement.

The findings of the study will enable organisations to better understand the future role aspirations, commitments and values, and role expectations of their future recruits. With a greater understanding of young adults' aspirations, employing organisations will be able to design better career development programmes and family-friendly interventions. These interventions and programmes may even be targeted at specific life role salience profiles.

## Conclusion

Young adults confront continuous changes in their social and work lives (Kirkpatrick-Johnson et al., 2001). Understanding the impact that these changes have on young adults' attitudes towards their future work-and-family roles will provides greater insight into how contemporary adults are planning and choosing to structure their lives (Kirkpatrick-Johnson et al., 2001; Friedman & Weissbrod, 2005). The blurring of traditional family structures and work roles has provided a world of uncertainty - albeit full of opportunity - for young men and women (Peake & Harris, 2002). The changes within the societal context and workplace are mainly accredited to gender-role equality causing a rapid increase in women's participation in the formal workplace (Gareis, Barnett, Ertel & Berkman, 2009; Grzywacz & Butler, date) and dual-earner couples replacing the traditional family structures (Weer et al., 2006).

Based on our limited understanding of young adults attributed importance to future life roles and their expectations about the work-family interface, this study provides an insight into a South African sample. As South Africa is a diverse nation that comprises numerous cultures and backgrounds, the use of life role salience to investigate young adults' attributed importance to future life roles was recommended (Watson & Stead, 1998). This is based on the premise that life-role theory does not differentiate based on race or ethnic discrimination (Super, 1980). However, life role salience did not predict significant variance in the anticipated work-family interface. Interestingly, general self-

efficacy emerged as a significant predictor across anticipated work-family and family-work enrichment. This finding indicates that expectations of the interrelation of future life roles are influenced by an individual's self-belief.

The findings indicate that four distinct life role salience profiles emerged. These profiles were significantly different across a number of important variables based on family, work, home and spousal role salience, general-self-efficacy, positive affect, anticipated age of having a first child and the number of children the individual expected to have. This study therefore lays the foundation for future research to make comparisons and document trends on life role salience profiles among young adults. Although limited research on anticipated work-family roles has been published, the topic has started to receive greater attention (Basuil & Casper, 2012; Biggs & Brough, 2005; Cinamon, 2010; Friedman & Weissbrod, 2005). Findings provide a clearer understanding of young South African students' role expectations and the value they place on these future roles. It is hoped that this study will be the first of many to assess young adults' future life role aspirations and expectations.

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## APPENDIX A

A list of the measurement scales used in this study.

### **Life role salience scale**

The original life role salience scale developed by Amatea et al. (1986) comprised of 40 items focusing on four major life roles, namely, work, family, spouse and homemaker. The scale consisted of two dimensions value and commitment towards the role.

#### ***Work role salience value dimensions***

- 1: Having work that is interesting and exciting to me is my most important life goal.
- 2: I expect my work to give me more real satisfaction than anything else I do.
- 3: Building a name and reputation for myself through work is not one of my life goals.  
[Reversed item]
- 4: It is important to me that I have work in which I can achieve something of importance.
- 5: It is important to me to feel successful in my work.

#### ***Work role salience commitment dimension***

- 6: I want to work, but I do not want to have a demanding career. [Reversed item]
- 7: I expect to make as many sacrifices as are necessary in order to advance in my work.
- 8: I value being involved in a career and expect to devote the time and effort needed to develop it.
- 9: I expect to devote a significant amount of my time to building my career and developing the skills necessary to advance
- 10: I expect to devote whatever time and energy it takes to move up in my work.

**Family role salience value dimension**

- 1: Although parenthood will requires many sacrifices, the love and enjoyment of children of one's own are worth it all.
- 2: If I chose not to have children, I would regret it.
- 3: It is important to me to feel like I will be an effective parent.
- 4: The whole idea of having children and raising them is not attractive to me. [Reversed item]
- 5: My life would be empty if I never have children.

**Family role salience commitment dimension**

- 6: It is important to me to have some time for myself and my own development rather than have children and be responsible for their care. [Reversed item]
- 7: I expect to devote a significant amount of my time and energy to the rearing of children of my own
- 8: I expect to be very involved in the day-to-day matters of rearing children of my own
- 9: Becoming involved in the day-to-day details of rearing children will involve costs to other areas of my life which I am unwilling to make. [Reversed item]
- 10: I do not expect to be very involved in childrearing. [Reversed item]

**Spouse role salience value dimension**

- 1: My life would seem empty if I never married.
- 2: Having a successful marriage is the most important thing in life to me.
- 3: I expect marriage to give me more real personal satisfaction than anything else in which I will be involved in.
- 4: Being married to a person I love is more important to me than anything else
- 5: I expect the major satisfactions in my life to come from my marriage relationship.

***Spouse role salience commitment dimension***

6: I expect to commit whatever time is necessary to making my marriage partner feel loved, supported, and cared for.

7: Devoting a significant amount of my time to being with or doing things with a marriage partner is not something I expect to do. [Reversed item] R

8: I expect to put a lot of time and effort into building and maintaining a marital relationship.

9: Really involving myself in a marriage relationship involves costs in other areas of my life which I am unwilling to accept [reversed item]

10: I expect to work hard to build a good marriage relationship even if it means limiting my opportunities to pursue other personal goals.

***Homemaker role salience value dimension***

1: It is important to me to have a home of which I can be proud.

2: Having a comfortable and attractive home is of great importance to me.

3: To have a well-run home is one of my life goals.

4: Having a nice home is something to which I am very committed.

5: I want a place to live, but I do not really care how it looks. [Reversed item]R

***Homemaker role salience commitment dimension***

6: I expect to leave most of the day-to-day details of running a home to someone else [reversed item]

7: I expect to devote the necessary time and attention to having a neat and attractive home.

8: I expect to be very much involved in caring for a home and making it attractive.

9: I expect to assume the responsibility for seeing that my home is well kept and well run.

10: Devoting a significant amount of my time to managing and caring for a home is not something I expect to do. [Reversed item]

**Anticipated Work-family conflict*****Time based anticipated work-family conflict******In the future...***

- 1: ... my work will keep me from my family activities more than I like
- 2: ... the time I must devote to my job will keep me from participating equally in household responsibilities and activities
- 3: ... I will have to miss family activities due to the amount of time I must spend on work responsibilities.

***Time based AFWC***

- 1: ... the time I spend on family responsibilities will often interfere with my work responsibilities.
- 2: ... the time I spend with my family will causes me not to spend time in activities at work that could be helpful to my career
- 3: ...I will have to miss work activities due to the amount of time I will spend on family responsibilities.

***Strain based anticipated work-family conflict***

- 1: ... when I get home from work I will be too exhausted to participate in family activities.
- 2: ... I will often be emotionally drained when I get home from work and this will prevent me from contributing to my family.
- 3: ... due to all the pressures that I will probably have at work, there will be times when I come home too stressed to do the things I enjoy.

***Strain-based AFWC***

- 1: ... due to stress I will have at home, I will be preoccupied with family matters at work.
- 2: ... because I will often be stressed from family responsibilities, I will have a hard time concentrating on my work.
- 3: ... tension and anxiety from my family life will often weaken my ability to do my job.

**Anticipated work-family enrichment (AWFE)****My involvement in my future work role ...*****AWFE Development dimension***

1:... will help me to understand different viewpoints and this will help me be a better family member

2:... will help me to gain knowledge and this will help me be a better family member

3:... will help me acquire skills and this will help me be a better family member

***AWFE affect dimension***

4:... will put me in a good mood and this will help me be a better family member

5:... will make me feel happy and this will help me be a better family member

6:... will make me cheerful and this will help me be a better family member

***AWFE capital dimension***

7:... will help me feel personally fulfilled and this will help me be a better family member

8:... will provide me with a sense of accomplishment and this will help me be a better family member

***AFWE development dimension***

1:... will help me to gain knowledge and this will help me be a better worker

2:... will help me to acquire skills and this will help me be a better worker

3:... will help me expand my knowledge of new things and this will help me be a better worker

***AFWE affect dimension***

4:... will put me in a good mood and this will help me be a better worker

5:... will make me feel happy and this will help me be a better worker

6:... will make me cheerful and this will help me be a better worker

***AFWE efficiency dimension***

7:... will require me to avoid wasting time at work and this will help me be a better worker

8:... will encourage me to use my work time in a focused manner and this will help me be a better worker

9:... will cause me to be more focused at work and this will help me be a better worker

**General Self-efficacy (SE)**

1: I will be able to achieve most of the goals that I have set for myself.

2: When facing difficult tasks, I am certain that I will accomplish them.

3: In general, I think that I can obtain outcomes that are important to me.

4: I believe I can succeed at most any endeavour to which I set my mind.

5: I will be able to successfully overcome many challenges.

6: I am confident that I can perform effectively on many different tasks.

7: Compared to other people, I can do most tasks very well

8: Even when things are tough, I can perform quite well.

**The Positive and Negative affect scale (PA/NA)**

PA 1: Interested

PA 2: Alert

PA 3: Excited

PA 4: Inspired

PA 5: Strong

PA 6: Determined

PA 7: Attentive

PA 8: Enthusiastic

*PA 9: Active*

*PA 10: Proud*

*NA 1: Irritable*

*NA 2: Distressed*

*NA 3: Ashamed*

*NA 4: Upset*

*NA 5: Nervous*

*NA 6: Guilty*

*NA 7: Scared*

*NA 8: Hostile*

*NA 9: Jittery*

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## APPENDIX B

### Confirmatory factor analysis

Before conducting the CFA all the assumptions of multivariate normality and linearity were evaluated through *Statistica* version 10. All the assumptions were found to be within the acceptable limits. For missing data, *Statistica* does not impute values for those that are missing. All available data is used to estimate the model without filling in missing data values for each individual. CFA analyses were performed using data from 451 participants.

#### **Model estimation**

##### *Life role salience scale*

The null model indicating one latent variable was rejected based on the fit results from the fit indices,  $\chi^2 (740) = 2544.866$ ,  $p = 0.0001$ , comparative fit index (CFI) = 0.449 and the Root mean square index (RMSEA) = 0.091. Following the rejection of the null model, three alternative models were tested. Model 1 was designed based on the theoretical underpinning the scales development. The initial scale consisted of four distinct subscales and within each subscale were two dimensions (value and commitment). Based on previous studies suggestion that young adults do not differentiate between work, family and homemaker role models 2 and model 3 only included work and family roles. The items with the stronger loadings were included through an iterative process.. Model 2 represents the uncorrelated version of the latent variables whereas model 3's latent variables were correlated.

For each model the  $\chi^2$  and the difference between the  $\chi^2$  and  $df$  were considered. According to Tabachnik and Fidell (2001) a non-significant  $\chi^2$  indicates that the model is acceptable. However, due to the large sample size a nonsignificant  $\chi^2$  may be unrealistic as it is oversensitive to large sample sizes (Barrett, 2007, Hair et al., 2009). The



significant  $\chi^2$  was found for all the models, therefore various alternative fit indexes were considered, to determine the appropriateness of the model. Fit indexes for the three models are presented in Table 10. Model 2, using only the most distinct items of the subscales of work-and-family, is identified as the best fit. However, the absolute fit statistics suggests that it is not good fit. The CFI is below the .90 benchmark (Bentler, 1992) and the RMSEA is above .80 (Hu & Bentler, 1999) and the difference between the  $\chi^2$  and  $df$  is around 4.

**Table A 18. Comparison of Fit Indices (LRSS)**

Model	$\chi^2$	$df$	$\frac{\chi^2}{df}$	Parameter estimates	RMSEA	CFI	GFI	PGFI
Null Model	2544.866	740	3.439	.037 - .816	.091	.449	.704	.353
Model 1 <sup>a</sup>	702.100*	189	3.714	.465 - 1.061	.087	.736	.845	.607
Model 2 <sup>b</sup>	172.696*	35	4.934	.576 - 1.028	.097	.842	.923	.631
Model 3 <sup>c</sup>	147.609*	34	4.431	.555 - 1.039	.091	.870	.933	.634

*Note.* \*  $p < .0001$ . RMSEA = root-mean-square error of approximation; GFI = goodness-of-fit index; CFI = comparative fit index; PGFI = parsimonious goodness-of-fit-index. <sup>a</sup> This model includes all the subscales and dimensions of the LRSS using the items that had significant parameter estimates. <sup>b</sup> This model only included the work-and-family subscale. The subscales were uncorrelated. <sup>c</sup> This model consists of only the work-and-family subscale. These subscales were correlated

#### *Anticipated work-family conflict*

The work-family conflict scale has been well established in the literature. However, for the purposes of this study the scale was adapted into the future tense to form the anticipated work-family conflict scale. To test the model fit, CFA was run on four models. The null model was rejected:  $\chi^2 (135) = 923.552$ ,  $p = .001$ , CFI = 0.488 and RMSEA = 0.136. Following the rejection of the null model three alternative models were tested. Model 1 followed the work-family conflict scale, identifying the two dimensions and both directions of W-F conflict and F-W conflict as the latent variables. Model 2 consisted of both dimensions of time and strain but without the work-family or family-work directions and model 3 identified only the time and strain work – family conflict direction as the underlying variable. Table 11 represents the comparison between the fit

indices of the three models. Model 2 represented the model with the best fit, as the CFI was above .90 and the RMSEA = .056 indicating a strong discriminant validity.

**Table A 19.** *Comparison of Fit Indices (anticipated work-family conflict)*

Model	$\chi^2$	df	$\frac{\chi^2}{df}$	Parameter estimates	RMSEA	CFI	GFI	PGFI
Null Model	923.552	135	6.841	.097 - .693	.136	.488	.760	.401
Model 1 <sup>a</sup>	296.560*	132	2.247	.009 - 1.205	.056	.893	.921	.712
Model 2 <sup>b</sup>	116.925*	52	2.249	.505 - .993	.057	.924	.952	.688
Model 3 <sup>c</sup>	169.798*	9	18.866	.450 - .941	.221	.620	.866	.367

*Note.* \*  $p < .0001$ . RMSEA = root-mean-square error of approximation; GFI = goodness-of-fit index; CFI = comparative fit index; PGFI = parsimonious goodness-of-fit-index. <sup>a</sup> This model includes all the subscales and dimensions of the anticipated work-family conflict. <sup>b</sup> This model consists of the time and strain subscale with the directions within each scale correlated. <sup>c</sup> This model only included the work-and-family subscale using the most distinct items.

#### *Anticipated work-family enrichment*

The work-family enrichment scale was developed in 2006. Evidence of the multi-dimensionality and directionality has previously been established (Carlson et al., 2006). Through the CFA, various models indicating the latent variables of the dimensions and direction of anticipated work-family enrichment were tested to estimate the best model fit. The null model was rejected as  $\chi^2 (119) = 1385.952$ ,  $p < 0.0001$ , CFI = 0.610 and RMSEA = 0.192. The three alternative model's fit indices have been compared in Table 12. Model 1 which identified the latent variables as the dimensions and directions of anticipated work-family enrichment was the best model fit. However, the absolute fit indices indicate that although Model 1 was a better fit, statistically it is still not a good fit.

**Table A 20. Comparison of Fit Indices (AWFE)**

Model	$\chi^2$	df	$\frac{\chi^2}{df}$	Parameter estimates	RMSEA	CFI	GFI	PGFI
Null Model	1385.952	119	11.646	.540 - .821	.192	.610	.642	.517
Model 1 <sup>a</sup>	462.500*	116	3.987	.337 - .892	.093	.873	.865	.715
Model 2 <sup>b</sup>	1193.024*	119	10.025	.337 - .892	.172	.669	.687	.566
Model 3 <sup>c</sup>	356.432*	34	10.483	.331 - .690	.165	.814	.830	.734

Note. \*  $p < .0001$ . RMSEA = root-mean-square error of approximation; GFI = goodness-of-fit index; CFI = comparative fit index; PGFI = parsimonious goodness-of-fit-index. <sup>a</sup> This model includes all the subscales and dimensions of the AWFE. <sup>b</sup> This model consists of both directions without the dimensions identified.

<sup>c</sup> This model include the directions without the dimensions as latent variables.

### General self-efficacy

The new general self-efficacy scale is a uni-dimensional scale. The assessment of the model indicates one latent variable whereby all the items would load. As with the EFA, the CFA indicated that the model was a good fit,  $\chi^2 (20) = 115.393$ ,  $p < .0001$ ,  $\frac{\chi^2}{df} = 5.770$ , CFI = .921, GFI = .917, PGFI = .647 and RMSEA = 0.124.

### Positive and Negative affect

The null model was easily rejected as  $\chi^2 (152) = 1081.193$ ,  $p < .001$ , CFI = 0.624 and RMSEA = 0.174. Two alternative models were assessed. Both models indicating positive affect as one latent variable and negative affect as another. However, to improve the model the latent variables were either correlated or uncorrelated. Table 13 indicates the comparison between the fit indices. Both models indicate a similar fit with neither indicated a good model fit with the CFI < .9.

**Table A 21. Comparison of Fit Indices (PANAS)**

Model	$\chi^2$	df	$\frac{\chi^2}{df}$	Parameter estimates	RMSEA	CFI	GFI	PGFI
Null Model	1081.193	152	7.113	.071 - .947	.174	.624	.654	.525
Model 1 <sup>a</sup>	425.570*	152	2.800	.553 - .942	.074	.889	.883	.746
Model 2 <sup>b</sup>	411.174	151	2.723	.528 - .944	.073	.895	.886	.745

Note. \*  $p < .0001$ . RMSEA = root-mean-square error of approximation; GFI = goodness-of-fit index; CFI = comparative fit index; PGFI = parsimonious goodness-of-fit-index. <sup>a</sup> This model includes latent variable for PA and NA, these variables are uncorrelated. <sup>b</sup> The latent variables are correlated.

**Appendix C: Table A 22 - Initial iteration - Factor Loadings of the full Life role salience scale**

Items	Factor - 1	Factor - 2	Factor - 3	Factor - 4
Work Value 1	0.029	0.295	0.035	0.089
Work Value 2	-0.006	0.237	0.082	-0.037
Work Value 3*	0.059	0.158	0.053	-0.056
Work Value 5	0.176	<b>0.489</b>	0.116	0.109
Work Value 4	0.102	<b>0.417</b>	0.107	0.094
Work Commitment-6*	0.035	-0.087	-0.051	0.000
Work Commitment 7	-0.057	<b>0.313</b>	0.067	-0.028
Work Commitment 8	0.144	<b>0.632</b>	-0.024	-0.031
Work Commitment 9	0.070	<b>0.644</b>	-0.026	-0.029
Work Commitment 10	0.045	<b>0.515</b>	-0.077	0.006
Family Value 1	<b>0.538</b>	0.070	0.004	0.124
Family Value 2	<b>0.459</b>	0.048	0.002	0.145
Family Value 3	<b>0.528</b>	0.182	0.072	0.153
Family Value 4*	<b>0.525</b>	-0.044	0.013	0.130
Family Value 5	<b>0.443</b>	0.026	0.019	-0.035
Family Commitment 6*	0.253	0.015	0.078	0.125
Family Commitment 7	<b>0.576</b>	0.170	0.033	-0.004
Family Commitment 8	<b>0.600</b>	0.178	0.037	-0.027
Family Commitment 9*	0.270	0.067	0.138	0.014
Family Commitment 10*	<b>0.596</b>	0.022	0.110	0.014
Spouse Value 4	0.061	-0.023	0.124	<b>0.554</b>
Spouse Value 5	0.056	0.068	0.037	<b>0.498</b>
Spouse Commitment 6	<b>0.394</b>	0.097	0.113	<b>0.419</b>
Spouse Value 1	0.221	-0.006	-0.071	<b>0.388</b>
Spouse Value 2	0.069	-0.006	0.070	<b>0.561</b>
Spouse Value 3	0.107	0.010	0.074	<b>0.589</b>
Spouse Commitment 7*	<b>0.410</b>	-0.018	0.086	0.157
Spouse Commitment 8	<b>0.384</b>	0.054	0.148	<b>0.330</b>
Spouse Commitment 9*	<b>-0.411</b>	0.048	-0.036	-0.215
Spouse Commitment 10	0.083	0.029	0.015	0.242
Home Value 1	0.139	<b>0.421</b>	<b>0.337</b>	0.126
Home Value 2	0.094	<b>0.476</b>	<b>0.460</b>	0.180
Home Value 3	0.197	<b>0.379</b>	<b>0.426</b>	0.074
Home Value 4	0.194	<b>0.419</b>	<b>0.462</b>	0.094
Home Value 5*	0.159	0.291	<b>0.375</b>	0.100
Home Commitment 6*	-0.006	0.037	0.031	0.028
Home Commitment 7	0.053	0.031	<b>0.631</b>	0.017
Home Commitment 8	0.012	0.049	<b>0.667</b>	0.090
Home Commitment 9	0.053	0.116	<b>0.515</b>	0.041
Home Commitment 10	-0.148	-0.065	<b>-0.451</b>	-0.037

**APPENDIX D:****Table A 23. - Initial iteration - Factor loadings for strain and time based work-family conflict**

Items	Factor - 1	Factor - 2
Anticipated work-family time 1	-0.047	<b>0.668</b>
Anticipated work-family time 2	-0.004	<b>0.701</b>
Anticipated work-family time 3	0.149	<b>0.584</b>
Anticipated family-work time 1	0.151	0.255
Anticipated family-work time 2	0.242	0.060
Anticipated family-work time 3	0.228	0.115
Anticipated work-family strain 1	<b>0.417</b>	0.269
Anticipated work-family strain 2	<b>0.455</b>	0.265
Anticipated work-family strain 3	0.195	0.291
Anticipated family-work strain 1	<b>0.602</b>	0.070
Anticipated family-work strain 2	<b>0.742</b>	-0.046
Anticipated family-work strain 3	<b>0.649</b>	-0.014

Note. N = after case wise deletion. Principal axis extractions with a varimax normalized rotation. Bold loadings are >.32

**Table A 24. - Initial iteration - Factor loadings for AWFE scale**

Items	Factor - 1	Factor - 2
Anticipated work-family enrichment Development 1	<b>0.740</b>	0.155
Anticipated work-family enrichment Development 2	<b>0.750</b>	0.205
Anticipated work-family enrichment Development 3	<b>0.683</b>	0.241
Anticipated work-family enrichment Affect 4	<b>0.591</b>	0.195
Anticipated work-family enrichment Affect 5	<b>0.663</b>	0.156
Anticipated work-family enrichment Affect 6	<b>0.645</b>	0.206
Anticipated work-family enrichment Capital 7	<b>0.486</b>	<b>0.339</b>
Anticipated work-family enrichment Capital 8	<b>0.391</b>	<b>0.408</b>
Anticipated family-work enrichment Development 1	<b>0.452</b>	<b>0.371</b>
Anticipated family-work enrichment Development 2	<b>0.466</b>	<b>0.444</b>
Anticipated family-work enrichment Development 3	<b>0.434</b>	<b>0.402</b>
Anticipated family-work enrichment Affect 4	<b>0.313</b>	<b>0.662</b>
Anticipated family-work enrichment Affect 5	0.269	<b>0.694</b>
Anticipated family-work enrichment Affect 6	0.229	<b>0.748</b>
Anticipated family-work enrichment Efficiency 7	0.193	<b>0.598</b>
Anticipated family-work enrichment Efficiency 8	0.132	<b>0.679</b>
Anticipated family-work enrichment Efficiency 9	0.158	<b>0.690</b>

Note. N = after casewise deletion. Principal axis extraction with a varimax normalised rotation. Bold loadings are >.32

## APPENDIX E

The reliability analysis for the anticipated work-family enrichment was run based on the best model fit indicated by the CFA analysis. The time dimension had a low internal consistency of .61. The Cronbach alpha for the anticipated work-family conflict time dimension was below the acceptable benchmark of .70 (Burns & Burns, 2008).

**Table A 25. – Initial - Item –total correlations for anticipated work-family conflict (time dimension)**

items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
<b>AWFC-T1</b>	14.89	7.508	2.740	0.420	0.530
<b>AWFC-T2</b>	14.89	7.636	2.763	0.398	0.540
<b>AWFC-T3</b>	14.72	7.654	2.767	0.394	0.542
<b>AFWC-1T</b>	14.77	8.220	2.867	0.327	0.570
<b>AFWC-T2</b>	14.63	8.761	2.960	<b>0.209</b>	0.615
<b>AFWC-T3</b>	14.53	8.323	2.885	0.301	0.580

Note. N = 378 after casewise deletion. Anticipated work-family conflict = anticipated work- family conflict (time dimension) and AFWCT = anticipated family- work conflict (time dimension). Bold loadings are below the acceptable level of .32

### Reliability of the life role salience scale

The work role value dimension had a Cronbach alpha of .412 which was below the acceptable level of .70

**Table A 26. - Initial - Item-total correlations for work role salience (value dimension)**

items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
<b>LRSWV1</b>	13.251	10.352	3.2174	0.2020	0.3661
<b>LRSWV2</b>	13.432	11.784	3.4328	0.1366	0.4071
<b>LRWVR3</b>	13.397	11.521	3.3943	0.0594	0.4720
<b>LRSWV4</b>	13.000	9.264	3.0437	0.3084	0.2773
<b>LRSWV5</b>	12.650	8.791	2.9649	0.3618	0.2278

Note. N =451 after case wise deletion. LRSWV = life role salience scale items relating to the work value dimension

The work role commitment dimension had a Cronbach alpha of .563 which was below the acceptable level of .70

**Table A 27. - Initial - Item-total correlations for work role salience (value dimension)**

Items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
LRWCR6	12.080	13.178	3.6301	-0.0404	0.6720
LRSWC7	11.991	10.891	3.3002	0.2536	0.5432
LRSWC8	11.973	8.554	2.9247	0.4536	0.4205
LRSWC9	11.916	8.117	2.8490	0.5070	0.3805
LRWC10	12.040	9.116	3.0193	0.4695	0.4202

Note. N =451 after case wise deletion. LRSWC = life role salience scale items relating to the work commitment dimension

The family role value dimension had a Cronbach alpha of .698 which was below the acceptable level of .70

**Table A 28. - Initial - Item-total correlations for the family role salience value dimension**

items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
LSRFV1	13.853	15.440	3.9293	0.4514	0.6488
LSRFV2	13.898	15.070	3.8820	0.4728	0.6395
LSRFV3	13.801	15.422	3.9270	0.4348	0.6562
LSRVF4	13.754	15.216	3.9008	0.4767	0.6379
LSRFV5	14.187	16.360	4.0447	0.4283	0.6585

Note. N =423 after case wise deletion. LRSFV = life role salience scale items relating to the family role commitment dimension

The family role commitment dimension had a Cronbach alpha of .644 which was below the acceptable level of .70

**Table A 29. - Initial - Item-total correlations for the family role salience commitment dimension**

items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
LSRCF6	12.652	13.560	3.6824	0.2514	0.6528
LSRCF 7	12.411	10.951	3.3093	0.4930	0.5427
LSRCF 8	12.378	10.925	3.3054	0.4827	0.5476
LSRCF 9	12.437	12.832	3.5822	0.3065	0.6322
LSRCF 10	12.078	10.923	3.3050	0.4545	0.5620

Note. N =423 after case wise deletion. LRSWC = life role salience scale items relating to the work commitment dimension

The Spouse role value dimension had a Cronbach alpha of .671 which was below the acceptable level of .70

**Table A 30. - Initial - Item-total correlations for the marriage role salience value dimension**

items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
LSRMV1	12.032	11.786	3.4331	0.3423	0.6537
LSRMV2	12.059	11.170	3.3422	0.4880	0.5857
LSRMV3	12.149	11.242	3.3529	0.5080	0.5784
LSRMV4	12.039	11.216	3.3490	0.4134	0.6203
LSRMV5	12.318	12.192	3.4918	0.3660	0.6397

Note. N =409 after case wise deletion. LRS MV = life role salience scale items relating to the marriage role value dimension

The marriage role commitment dimension had a Cronbach alpha of .157 which was below the acceptable level of .70

**Table A 31. - Initial - Item-total correlations for the marriage role salience commitment dimension**

items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
LSRMC6	11.85	5.17	2.275	0.367	0.000
LSMCR7	11.95	6.64	2.577	0.168	0.052
LSRMC8	11.98	5.44	2.332	0.363	0.000
LSMCR9	12.13	11.51	3.393	-0.425	0.580
LSMC10	12.16	7.72	2.779	0.117	0.123

Note. N =408 after case wise deletion. LRSWC = life role salience scale items relating to the marriage role commitment dimension

The homemaker role value dimension had a Cronbach alpha of .802 which was above the acceptable level of .70

**Table A 32. - Initial - Item-total correlations for the homemaker role salience value dimension**

items	M if - deleted	Var. if - deleted	SD. if - deleted	Item-Total - Correlation.	Alpha if - deleted
LRSHV1	12.59	17.39	4.170	0.592	0.760
LRSHV2	12.80	16.85	4.105	0.706	0.722
LRSHV3	12.99	18.53	4.305	0.571	0.766
LRSHV4	13.07	18.11	4.255	0.634	0.747
LSHVR5	12.70	19.47	4.412	0.428	0.810

Note. N =400 after case wise deletion. LRSHV = life role salience scale items relating to the homemaker value dimension

The work role commitment dimension had a Cronbach alpha of .638 which was below the acceptable level of .70



**Table 33.** . *Item-total correlations for the work role salience commitment dimension*

items	<i>M</i> if - deleted	Var. if - deleted	<i>SD</i> . if - deleted	Item-Total - Correlation.	Alpha if - deleted
<b>LSHCR6</b>	11.533	11.109	3.3330	0.0852	0.7181
<b>LRSHC7</b>	11.685	8.701	2.9497	0.4777	0.5422
<b>LRSHC8</b>	11.608	8.303	2.8816	0.5538	0.5037
<b>LRSHC9</b>	11.605	8.549	2.9239	0.4643	0.5467
<b>LSHCR10</b>	11.290	8.586	2.9302	0.4178	0.5705

*Note. N =400 after case wise deletion. LRSWC = life role salience scale items relating to the homemaker commitment dimension*

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